

Coinneamh: Comataidh Poileasaidh is Ghoireasan
Ceann-là/Àm: 28 Gearran 2025 aig 09.30
Càite: Microsoft Teams

Clàr-gnothaich – Seisean Fosgailte

1. Cùisean Tòiseachaidh

1.1. Fàilte is Leisgeulan

1.2. A' Nochdadh Com-pàirtean

1.3. Gnothaich Iomchaidh Sam Bith Eile (GISBE)

2. Ionmhas

2.1. Aithisg Ionmhas (Airson Deasbad)

PT1 Aithisg Ionmhas gu 31/12/2024

Nicola Pearson, Ceann an Ionmhas is Cùisean Corporra

2.2. Prìomhachasan Maoin Phlanaichean Gàidhlig 2024/25

(Ri Aontachadh)

Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan

3. Cleachdadh

3.1. Aithisg air Leasachaidh (Airson Deasbad)

Iain Mac a' Mhaoilein, Stiùiriche

3.2. Adhartas nam Buidhnean Com-pàirteach Lìbhrigidh 24/25

(Airson Deasbad)

Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan

4. Planaichean Gàidhlig

4.1. PGR021 E02 Comhairle Mhoireibh (Ri Aontachadh)

4.2. PGR042 E03 Leabharlann Nàiseanta na h-Alba (Ri Aontachadh)

4.3. PGR063 E03 Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean (Ri Aontachadh)

4.4. PGR062 E03 Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh

(Ri Aontachadh)

Jennifer McHarrie, Stiùiriche

5. Ionnsachadh

5.1. Foghlam is Ionnsachadh (Airson Fiosrachadh) - aithris labhairteach

Jennifer McHarrie, Stiùiriche

6. Cùisean HR

6.1. Poileasaidhean HR (Ri Aontachadh)

PT1 Poileasaidh nam Meadhanan Sòisealta

Karen Nic a' Ghobhainn, Manaidsear Gnìomhan

7. Plana Obrach na Comataidh

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

PT1 Plana Obrach 2024/25

PT2 Plana Obrach 2025/26

Ealasaid Dhòmhnallach, Ceannard

8. GISBE

Ceann-là na h-ath choinneimh: 06/05/2025

Dùnadh na seisean

Meeting: Policy & Resources Committee
Date/Time: 28 February 2025 at 09.30
Location: Microsoft Teams

Agenda – Open Session

1. Opening Items

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

2. Finance

2.1. Finance Statement (For Discussion)

PT1 Finance Report to 31/12/2024

Nicola Pearson, Head of Finance and Corporate Affairs

2.2 Gaelic Plans Fund 2025/26 priorities (For Approval)

Steven Kellow, Funding and Projects Manager

3. Usage

3.1. Report on Development (For Discussion)

Iain MacMillan, Director

3.2 Progress of Delivery Partners 2024/25 (For Discussion)

Steven Kellow, Funding and Projects Manager

4. Planaichean Gàidhlig

4.1. PGR021 Moray Council (For Decision)

4.2. PGR042 E03 National Library of Scotland (For Decision)

4.3. PGR063 E03 Loch Lomond and the Trossachs National Park Authority (For Decision)

4.4. PGR062 E03 Cairngorms National Park Authority (For Decision)

Jennifer McHarrie, Director

5. Learning

5.1. Education and Learning (For Discussion) - verbal report

Jennifer McHarrie, Director

6. HR Matters

6.1. HR Policies (For Decision)

PT1 Social Media Policy

Karen Smith, Operations Manager

7. Committee Work Plan

7.1. Policy and Resources Committee Work Plan (For Decision)

PT1 Work Plan 2024/25

PT2 Work Plan 2025/26

Ealasaid MacDonald, CEO

8. GISBE

Date of the next meeting: 06/05/2025

End of Session

Meeting:	Policy and Resources Committee
Date:	28 February 2024
Title:	Finance Report
Action Required:	For Information
Paper number:	2.1
Spokesperson:	Nicola Pearson, Head of Finance & Corporate Affairs
Appendices:	PT1 Finance Paper 31/12/24

1. Purpose

- 1.1. The purpose of this paper is to give information to the Committee on the financial position as at 31 December 2024.
- 1.2. The paper is in English as it has been prepared by the Head of Finance and Corporate Affairs and will be reviewed by auditors as part of their work.

2. Background/Main points

- 2.1. In 2024/25 Bòrd na Gàidhlig has a baseline Grant in Aid (GiA) of £5,125k.
- 2.2. There is additional GiA of £350k to support the Gaelic Community Development officer scheme for this financial year.
- 2.3. To end December spend is behind budget by £280k, approx 9%.
- 2.4. We are projecting a full spend of the budget by the end of the financial year.

3. Recommendation

- 3.1. The Committee is requested to:
 - Consider the report and note the information.

4. Main Strategic Impacts

- 4.1. Impact on Finance: As described above.
- 4.2. Impact on Staff: N/A
- 4.3. Impact on Training: N/A
- 4.4. Links to Corporate Aims: Our work informs and influences Gaelic development and policies which impact on Gaelic.
- 4.5. Impacts on Reputation: It is important that BnG continues to demonstrate effective management of its finances.
- 4.6. Impacts on Health and Safety: N/A
- 4.7. Legal Impacts: N/A
- 4.8. Impacts on Equality: N/A
- 4.9. Impacts on the Environment: N/A

5. Links to the National Performance Framework

Human Rights	<input type="checkbox"/>	Children and Young People	<input type="checkbox"/>
Culture	<input type="checkbox"/>	Communities	<input type="checkbox"/>
Environment	<input type="checkbox"/>	Poverty	<input type="checkbox"/>
Health	<input type="checkbox"/>	International	<input type="checkbox"/>
Learning	<input type="checkbox"/>	Economy	<input type="checkbox"/>
Successful Innovative Businesses	<input checked="" type="checkbox"/>		

6. Governance Route

6.1. Approved by the Leadership Team on 23 January 2025.

7. Confirmation of Circulation of Document

7.1. This is an open paper.

Monitoring to 31 December 2024

		TO 31.12.24				FULL YEAR PROJECTION			
		BUDGET £'000	ACTUAL £'000	VAR £'000	VAR %	BUDGET £'000	FORECAST £'000	VAR £'000	VAR %
FUNDING / INCOME	Cash brought forward	20	20	-	-	20	20	0	0%
	Grant in Aid - baseline	4,125	4,425	300	0	5,125	5,125	0	0%
	GIA additional funding	350	350	-	-	350	350	0	0%
	TOTAL BUDGET	4,475	4,775	300	7%	5,475	5,475	-	
EXPENDITURE	GLAIF	599	375	-224	-37%	1,140	1,140	0	0%
	Other Development	2,510	2,496	-14	-1%	2,701	2,701	0	0%
	TOTAL DEVELOPMENT COSTS	3,109	2,871	-238	-8%	3,841	3,841	-	-
	Staff Costs	920	900	-20	-2%	1,219	1,188	-31	-3%
	Other Operating Costs	269	247	-22	-8%	415	446	31	7%
	TOTAL OPERATING COSTS	1,189	1,147	-42	-4%	1,634	1,634	-	-
TOTAL COSTS	4,298	4,018	-280	-7%	5,475	5,475	-	-	

Coinneamh:	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-là:	28 Gearran 2025
Tìotal:	Prìomhachasan Maoin Phlanaichean Gàidhlig 2025/26
Gnìomh a dhìth:	Ri aontachadh
Àireamh pàipeir:	2.2
Neach-labhairt:	Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan
Pàipearan-taic:	Chan eil

1. Adhbhar

- 1.1. A' sireadh aonta bhon Chomataidh airson prìomhachasan is riaghailtean cuairt 2025/26 den Mhaoin Planaichean Gàidhlig (Sruth Phròiseactan).

2. Cùl-fhiosrachadh

- 2.1. Ann an 2024/25 chaidh am Maoin Phlanaichean Gàidhlig a' ruith ann an dà shruth airson a' chiad uair, le Sruth Ro-innleachdail airson 6 ùghdarrasan ionadail cudromach (Comhairle nan Eilean Siar, Comhairle na Gàidhealtachd, Comhairle Baile Ghlaschu, Comhairle Earra-Ghàidheal is Bhòid, Comhairle Baile Dhùn Èideann is Comhairle Siorrachd Lannraig a Tuath) gus taic trì-bliadhna fhaighinn airson prògraman obrach, is Sruth Phròiseactan airson ùghdarrasan eile.
- 2.2. Chaidh £723,000 a thabhann uile gu lèir thairis air trì bliadhna dha na h-ùghdarrasan ionadail tron Sruth Ro-innleachdail airson Dàmhair 2024 gu Sultain 2027.
- 2.3. Chaidh £177,230 a thabhann ri 18 pròiseactan (14 buidhnean) tron Sruth Phròiseactan 2024/25 den sgeama.

3. Prìomh aithris

- 3.1. Thathar a' sireadh aonta bhon Chomataidh ri prìomhachasan is riaghailtean cuairt 2025/26 den Mhaoin Planaichean Gàidhlig (Sruth Phròiseactan).
- 3.2. Tha an sgeama seo ann gus taic a chumail ri ùghdarrasan poblach ann a bhith coileanadh na h-amasan bho na planaichean Gàidhlig reachdail aca, is cuideachd a chur ri gnìomhan bhon Plana Nàiseanta 2023-28, is amas gu bheil seo a' toirt buaidh air leasachadh na Gàidhlig anns na sgìrean seo is gu bheil piseach ann air cleachdadh is ionnsachadh na Gàidhlig am measg a' phobail.

- 3.3. Bidh an sgeama fosgailte airson iarrtasan bho ùghdarrasan ionadail is ùghdarrasan poblach le plana Gàidhlig reachdail a tha air aontachadh le Bòrd na Gàidhlig (no ùghdarrasan a tha air dreach plana Gàidhlig reachdail a chur a-steach).
- 3.4. Chan fhaod na 6 ùghdarrasan ionadail a tha air taic fhaighinn tron Sruth Ro-innleachdail 2024-27 a chur a-steach dhan Sruth Phròiseactan, leis gu bheil airgead air a ghealltainn dhaibh mar thà.
- 3.5. Bidh aig iarrtasan cuideachd a bhith cur targaidean mu choinneimh na h-obrach aca, is thèid seo a chleachdadh gus èifeachdas na phròiseactan a mheasadh, gus dearbhadh gu bheil toraidhean cànan freagarrach ann airson an t-airgid air a thabhann.
- 3.6. Thèid iarrtasan a mheasadh a rèir slatan-tomhais, a' gabhail a-steach:
 - Comas am pròiseact a' coileanadh plana Gàidhlig reachdail na buidheann (is a' toirt buaidh susbainteach air cleachdadh is ionnsachadh na Gàidhlig don phobail)
 - Comas am pròiseact a' coileanadh gnìomhan bhon Plana Nàiseanta 2023-28
 - Càileachd a' phròiseict san fharsaingeachd
 - Luach an airgid air a shealltainn leis a' phròiseact
 - Comas na buidhne gus pròiseactan den leithid a lìbhrigeadh
 - Comas air a shealltainn san iarrtas air measadh buaidh a' phròiseict
 - Mar a tha an t-iarrtas mothachail air dleastanasan a thaobh lùghdachadh buaidh air an àrainneachd, cur ri co-ionannachd, is cumail taic ri daoine òga a tha, no air a bhith, ann an cùram
- 3.7. Thathar a' moladh gum bi riaghailtean sònraichte ann dhan sgeama mar a leanas:
 - Chan fhaodar taic iarraidh airson a bhith lìbhrigeadh curraicealam na sgoile (m.e. cosgaisean luchd-obrach teagaisg, goireasan foghlaim)
 - Chan fhaodar sireadh còrr is £20,000 airson aon iarrtas
 - Feumaidh gach buidheann co-dhiù 20% de chosgaisean iomlan a thrusadh bho thùsan maoin eachaidh eile air no a thoirt seachad mar taic neo-ionmhasail/in-kind
- 3.8. Thathar a' moladh mar chlàr-ama airson an sgeama:
 - Air fhoillseachadh: Gearran 2025
 - Ceann-latha airson iarrtasan a chur a-steach: Deireadh a' Ghiblean 2025
 - Co-dhùnaidhean: Tòiseach an Ògmhios 2025
 - Pròiseactan a' ruith eadar: Lùnastal 2025 gus Lùnastal 2026

4. Moladh

- 4.1. Thathar ag iarraidh air buill na Comataidh aontachadh gun tèid Sruth Phròiseactan den Maoin Phlanaichean Gàidhlig a ruith mar a tha air a chur an cèill sa phàipear seo airson cuairt 2025/26.

5. Prìomh Bhuaidhean Ro-innleachdach

- 5.1. **Buaidhean air Ionmhas:** Thathar an dùil gum bi buidseat mu £200,000 airson na sgeama, ach tha seo ri dhearbhadh as dèidh dearbhadh fhaighinn bho Riaghaltas na h-Alba air buidseat Bhòrd na Gàidhlig airson 2025/26. Bidh cuid de na chosgaisean na sgeama air am pàigheadh cuideachd ann am bliadhna-ionmhais 2026/27.
- 5.2. **Buaidhean air Luchd-obrach:** Bidh am Manaidsear Maoineachaidh is Phròiseactan is Rianaire Maoineachaidh an sàs ann a bhith stiùireadh na sgeama, is taic bho luchd-obrach eile ann a bhith measadh nan iarrtasan.
- 5.3. **Buaidhean air Trèanadh:** Cha bhi gin ann.
- 5.4. **Ceanglaichean ri Amasan Ro-innleachadh agus Corporra:** Bidh prìomhachasan an sgeama, is na pròiseactan air am maoineachadh, a' cur ri prìomhachasan bhon Phlana Chorporra 2023-28 aig Bòrd na Gàidhlig airson mar a leanas:

PCC 1 – Barrachd chothroman do dhaoine na sgìlean Gàidhlig aca a chleachdadh aig an taigh, san obair agus sna coimhearsnachdan aca

- Cuir taic ri agus leasaich iomairtean Gàidhlig air-loidhne
- Maoinich tachartasan Gàidhlig agus buidhnean com-pàirteachais a bhios a' lìbhrigeadh thachartasan Gàidhlig

PCC4 – Barrachd taic do dh'ionnsachadh na Gàidhlig

PCC5 - Tha barrachd àite aig a' Ghàidhlig ann an aithne nàiseanta na h-Alba, aithne-dùthcha iom-fhillte is fhosgailte

- A' cumail taic ri buidhnean poblach a thaobh nan dleastanasan reachdail aca a thaobh na Gàidhlig

- 5.5. **Buaidhean air Cliù:** Bidh na pròiseactan air a mhaoineachadh tron sgeama seo a' cur ri cliù na buidhne ann a bhith cumail taic ri leasachadh na Gàidhlig.
- 5.6. **Buaidhean air Slàinte is Sàbhailteachd:** Cha bhi gin ann.
- 5.7. **Buaidhean Laghail:** Aig an ìre 'sa tha dleastanas air Bòrd na Gàidhlig fon litir tabhartas-gus-cuidichidh bho Riaghaltas na h-Alba gus taic-airgid a chumail ri bhuidhnean aig a bheil planaichean Gàidhlig reachdail.
- 5.8. **Buaidhean air Co-ionannachd:** Bidh ceist ann am foirm-iarrtais an sgeama a' faighneachd a thaobh buaidh air co-ionannachd is mar a ghabhas co-ionannachd is dleastanasan eile a thaobh Obair Chothromach is Pàrantan Corporra a bhrosnachadh.
- 5.9. **Buaidhean air an Àrainneachd:** Bidh ceist ann am foirm-iarrtais an sgeama a' faighneachd a thaobh buaidh air an àrainneachd is mar a thèid seo a' lùghdachadh.

6. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

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

7. Cùrsa Riaghlachais

7.1. Ghabh an Sgioba-stiùiridh fa-near a' phàipeir seo air 23 Faoilleach 2025.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

8.1. Tha am pàipear seo ri breithneachadh air san seisean fosgailte den choinneimh.

Coinneamh:	Comataidh Poileasaidh is Ghoireasan
Ceann-là:	28 Gearran 2025
Tìotal:	Aithisg air Leasachaidh
Gnìomh a dhìth:	Airson Deasbad
Àireamh pàipear:	3.1
Neach-labhairt:	Iain Mac a' Mhaoilein, Stiùiriche Leasachaidh
Pàipearan-taic:	Chan eil

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 leasachadh na Gàidhlig mar phrìomh amas aig Bòrd na Gàidhlig agus cudromach airson adhartas a dhèanamh ri bhith dìon agus a neartachadh cleachdadh a Ghàidhlig gu nàdarra as na coimhearsnachdan againn.

2.2. Tha e feumail coimhead air obair leasachaidh a Bhùird mar frèam-obrach a tha toirt cothrom dhuinn a bhith cinnteach gu bheil an obair a tha sinn a dèanamh, agus an taic a tha sinn a toirt seachad, a cleachdadh na goireasan a th' againn as an dòigh as èifeachdach.

2.3. Tha a Phlana Corporra soilleir a thaobh na prìomhachasan airson leasachadh na Gàidhlig agus 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. Frèam-obrach leasachaidh

3.1. Thoisich pileat leis na Buidhnean Libhrigidh ann a 2017 le maoineachadh trì bliadhna agus an de leirmheas air a phròiseact ann a 2022 chaidh aontachadh ri leudachadh air na chaidh a dhèanamh agus cothrom maoineachadh airson suas ri còig bliadhna ceangailte ri planaichean gnìomhachais innleachdail airson na Buidhnean. Airson 2024/25 tha na Buidhnean a faighinn taic mar a leanas:

	2024/25 £	àireamh de bhliadhnaichean
CnaG, Comann nam Pàrant, Spòrs G	1,005,000	5 bliadhna
Stòrlann Nàiseanta na h-Alba	300,000	2 bliadhna
Fèisean nan Gàidheal	230,000	4 bliadhna
Comhairle nan Leabhraichean	193,150	5 bliadhna
An Comunn Gàidhealach	133,250	5 bliadhna
Ionad Chaluum Chille Ìle	100,000	1 bliadhna
Ainmean Àite na h-Alba	85,680	1 bliadhna
Faclair na Gàidhlig	82,340	5 bliadhna
Ceòlas Uibhist	80,000	5 bliadhna
Theatre gu Leòr	62,000	5 bliadhna
Acair	61,500	1 bliadhna
Tobar an Dualchais	42,000	1 bliadhna
TOTAL	2,374,920	

Tha iarrtasan ùr againn airson na bliadhnaichean air adhart bho Ionad Chaluum Chille Ìle, Ainmean Àite na h-Alba, Acair agus Tobar an Dualchais agus tha aithisg air beulaibh Buill an diugh airson aontachadh maoinachadh airson na Buidhnean Libhrigidh seo.

Tha aithisg aig 3.3 a toirt fios seachad air an adhartas aig na Buidhnean Libhrigidh airson 2024/25.

- 3.2.** Fhuair a Bòrd airgead sònraichte ann a 2022/23 agus 2023/24 airson Sgeama Oifigearan Leasachaidh ann a Coimhearsnachdan a chur air dòigh. Thug seo cothrom do Bhuidhnean as na coimhearsnachdan iarrtas a chur a staigh airson taic agus chaidh 33 oifigear (25.9 FTE) fhasadh. Fhuair a Bòrd £350,000 a bharrachd airson a sgeama a chumail a dol ann a 2024/25 le dùil gum biodh sgeama maireannach a faighinn taic bhon Riaghaltas bho 2025/26 air adhart. Ged a chaidh iarrtas làidir a chur chun Riaghaltas tha sinn fhathast a feitheamh airson fiosrachadh foirmeil.
- 3.3.** A measg Sgeama Oifigearan ghabh am Bòrd an cothrom tòiseachadh na h-obrach airson planaichean Gàidhlig coimhearsnachd a chur air dòigh. Chaidh taic a thoirt seachad airson oifigearan ann an Uibhist agus Iar thuath Leòdhais airson Planaichean Canain coimhearsnachd a chruthachadh. Tha dùil ri dreach Phlanaichean as a Mhairt. Tha còmhraidh air a bhith ann ri Buidhnean ann an ceann a Tuath an Eilean Sgitheanach airson obair a thòiseachadh air Plana airson Sgìre Thròndairnis agus tha dùil gun toisich an obair ann a 2025-26 math tha taic a bharrachd airson oifigearan a tighinn bhon Riaghaltas.
- 3.4.** Leis na buannachdan ann a bhith a maoinachadh Buidhnean Libhrigidh airson ioma-bliadhna chaidh Sgeama Taic Freumhan Coimhearsnachd a leudachadh gus coimhead air maoinachadh airson da bhliadhna bho 2024-25. Thug seo buaidh air an àireamh de dh'iarrtasan a thàinig a staigh leis an àireamh a dol suas gu ceud (100). Chaidh taic a thoirt ri 39 dhen na h-iarrtasan ach bha 20 nach d'fhuair taic, a bha airidh air, leis nach robh buidseat gu leòr ann airson an taic a thoirt dhaibh. Tha a sgeama fosgailte an dràsta airson 2025 gu 2027.

- 3.5.** Tha taic airson leasachaidh ga thoirt seachad gu Buidhnean poblach aig a bheil planaichean Gàidhlig tro Sgeama GLAIF agus taic ga thoirt seachad gu Seachdain na Gàidhlig agus tro Tabhartasan cùrsaichean bogaidh.
- 3.6.** Tha tabhartasan Foghlam, agus tràth-ìrean ann airson cuideachadh as na roinnean a tha sin agus taic gu pròiseactan mar Film G agus Colmcille.

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

6. Ceanglaichean 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 type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input checked="" type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input checked="" type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		

7. Cùrsa Riaghlachais

- 7.1.** Thug an Sgioba-stiùiridh fa-near don phàipear seo air 23 Faoilleach 2025.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

- 8.1.** 'S e pàipear fosgailte a tha seo.

Coinneamh:	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-là:	28 Gearran 2025
Tiotal:	Adhartais nam Buidhnean Com-pàirteach Lìbhrigidh 2024/25
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipeir:	3.2
Neach-labhairt:	Steven Kellow, Manaidsear Maoineachaidh is Phròiseactan
Pàipearan-taic:	Chan eil

1. Adhbhar

- 1.1. A' toirt fiosrachadh dhan Chomataidh Poileasaidh is Ghoireasan air obair nam Buidhnean Com-pàirteach Lìbhrigidh is air an adhartais aca ann a bhith a' coileanadh nan cùmhnan 2024/25 aca.

2. Cùl-fhiosrachadh

- 2.1. Thathar a' cumail taic ri 12 Buidhnean Com-pàirteach Lìbhrigidh ann an 2024/25 le cuid sa chiad bhliadhna de thaic-airgid ioma-bhliadhna, is iomradh gu h-ìosal ri fhaighinn air na suimeannan taic-airgid air a thabhann dhaibh:

	Suim 2024/25	Fhaid a chùmhnan an-dràst
Comunn na Gàidhlig & Comann nam Pàrant	£1,005,000	Gu Màrt 2029
Stòrlann Nàiseanta na Gàidhlig	£300,000	Gu Màrt 2026
Fèisean nan Gàidheal	£230,000	Gu Màrt 2028
Comhairle nan Leabhraichean	£193,150	Gu Màrt 2029
An Comunn Gàidhealach	£133,250	Gu Màrt 2029
Ionad Chalum Chille Ìle	£100,000	Gu Màrt 2025
SMO – Ainmean-Àite na h-Alba	£85,560	Gu Màrt 2025
SMO – Faclair na Gàidhlig	£82,340	Gu Màrt 2029
Ceòlas Uibhist	£80,000	Gu Màrt 2029
Theatre Gu Leòr	£62,000	Gu Màrt 2029
Acair	£61,500	Gu Màrt 2025
SMO – Tobar an Dualchais	£42,000	Gu Màrt 2025

- 2.2. Tha am fiosrachadh sa phàipear seo stèidhichte air na h-aithisgean adhartais as ùire a fhuaras bho na buidhnean (leis a' chuid as motha dhiubh bhon Dàmhair 2024, is Comunn na Gàidhlig is An Comunn Gàidhealach bhon Fhaoilleach 2025). Tha tuilleadh aithisgean an dùil bho cuid de bhuidhnean aig tòiseach a' Ghèarran 2025.

- 2.3. Chaidh iarrtasan a chur a-steach bho Buidhnean Com-pàirteach Lìbhrigidh aig nach eil taic aontachadh ach gu deireadh bliadhna-ionmhais 2024/25, is bidh molaidhean orra sin is molaidhean ri dhaingneachadh airson taic 2025/26 aig buidhnean eile, air a chur air beulaibh a' Bhòrd-stiùiridh sa Mhàirt 2025 – le fios air a sin ann am pàipear 9.2 san seisean dùinte, is seo togail air gnothaichean fo-rùn.

3. Prìomh aithris

- 3.1. San fharsaingeachd tha adhartais air a bhith aig na Bhuidhnean Com-pàirteach Lìbhrigidh le chuid math de na thargaidean aca am-bliadhna, is iomradh gu h-ìosal air beachd oifigearan BnG air adhartais aca gu ruige deireadh an àm aithrisidh mu dheireadh aca is dùil aca a thaobh coileanadh gu deireadh a' bhliadhna-ionmhais:

	Adhartais gu ruige seo			Dùil ris aig 31 Màrt 25		
Comunn na Gàidhlig & Comann nam Pàrant	9	21	0	15	15	0
Stòrlann Nàiseanta na Gàidhlig	0	27	1	7	21	0
Fèisean nan Gàidheal	6	24	2	17	15	0
Comhairle nan Leabhraichean	4	16	8	13	15	0
An Comunn Gàidhealach	10	6	0	10	6	0
Ionad Chalum Chille Ìle	1	15	3	7	12	0
SMO – Ainmean-Àite na h-Alba	3	9	2	12	2	0
SMO – Faclair na Gàidhlig	4	9	3	9	7	0
Ceòlas Uibhist	9	22	3	16	15	3
Theatre Gu Leòr	2	18	2	20	2	0
Acair	4	14	0	10	8	0
SMO – Tobar an Dualchais	2	8	2	5	6	1

- 3.2. Leis an siostam seo, tha na dathan a' ciallachadh:

Adhartais gu ruige seo	Air a choileanadh	Adhartais a dh' ionnsaigh a choileanadh	Chan eil adhartais air a bhith ann
Dùil ris aig 31 Màrt 25	Dùil ri làn choileanadh	Dùil ri choileanadh a' mhòr-chuid	Chan eilear an dùil a' mhòr-chuid a' choileanadh

- 3.3. Le aontaidhean 2024/25, thathar air barrachd prìomhachais a chur air mar a tha buidhnean a' cruinneachadh fianais air buaidh na h-obrach, is an atharrachadh seo toirt orra dòighean-obrach eadar-dhealaichte a chur an gnìomh. Gu ruige seo tha cuid air a bhith soirbheachail leis a seo is cuid far a bheil barrachd obair ri dhèanamh fhathast air.
- 3.4. Far a bheil dìth-adhartais air a bhith ann, mar as trice tha seo air a bhith air sgath clàr-ama na buidheann (is dùil aca cuid a choileanadh sna mìosan mu dheireadh den bhliadhna-ionmhais), no far a bheil dìth luchd-obrach no bhuidseat air fhàgail nach gabh na gnìomhan a choileanadh.

- 3.5. Airson cuid de ghnìomhan, bidh tuilleadh fianais air a chruinneachadh san dàrna leth den bhliadhna cuideachd a bhios coileanadh na gnìomhan air thòiseach orra, is seo ciallachadh gur dòcha gum bi barrachd gnìomhan air a choileanadh na tha dùil bhon aithisg adhartais as ùra.
- 3.6. Thèid tuilleadh fiosrachaidh air coileanadh na buidhnean a thoirt seachad do bhuill sa Mhàirt 2025 nuair a thathar dearbhadh taic-airgid 2025/26 aig na bhuidhnean.

4. Moladh

- 4.1. Thathar ag iarraidh air buill na Comataidh toirt fa-near dhan fhiosrachadh sa phàipear.

5. Prìomh Bhuaidhean Ro-innleachdach

- 5.1. **Buaidhean air Ionmhas:** Gu ruige seo, tha suimeannan air am pàigheadh a-mach dha na Bhuidhnean Com-pàirteach Libhrigidh ann an co-rèir ris na h-aontaidhean taic-airgid aca, is gun sàbhaladh sam bith.
- 5.2. **Buaidhean air Luchd-obrach:** Tha am Manaidsear Maoineachaidh is Phròiseactan is Stiùiriche Leasachaidh a' conaltradh gu tric leis na buidhnean, le taic cuideachd bho Stiùiriche an Fhoghlaim airson cuid de na buidhnean iomchaidh.
- 5.3. **Buaidhean air Trèanadh:** Cha bhi gin ann.
- 5.4. **Ceanglaichean ri Amasan Ro-innleachadh agus Corporra:** Tha taic dha na bhuidhnean coileanadh PCC 1.6 bho Plana Chorporra Bòrd na Gàidhlig 2024-29: "Maoinich na gnìomhan aig lìonra de phrìomh bhuidhnean libhrigidh Gàidhlig"
- 5.5. **Buaidhean air Cliù:**
 - 5.5.1. Tha obair nam buidhnean seo a' cur ri cliù Bhòrd na Gàidhlig nuair a tha iad soirbheachail leis an obair aca is ag aithneachadh taic-airgid bhuainn.
 - 5.5.2. Far nach eil buidhnean a' coileanadh nan amasan aca, dh'fhaodadh seo droch bhuaidh a thoirt air cliù a' Bhùird.
- 5.6. **Buaidhean air Slàinte is Sàbhailteachd:** Cha bhi gin ann.
- 5.7. **Buaidhean Laghail:** Tha aontaidhean laghail aig gach buidheann a thaobh gnìomhan ri choileanadh, is iad ruith airson bliadhna-ionmhais 2024/25. Thèid aontaidhean taic-airgid airson 2025/26 sgaoileadh dha bhuidhnean as dèidh dearbhadh bho Riaghaltas na h-Alba air bhuidseat Bòrd na Gàidhlig airson 2025/26.
- 5.8. **Buaidhean air Co-ionannachd:** Cha bhi gin ann.
- 5.9. **Buaidhean air an Àrainneachd:** Cha bhi gin ann.

6. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

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

7. Cùrsa Riaghlachais

7.1. Ghabh an Sgioba-stiùiridh fa-near a' phàipeir seo air 23 Faoilleach 2025.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

8.1. Tha am pàipear seo ri breithneachadh air san seisean fosgailte den choinneimh.

Coinneamh:	Comataidh Poileasaidh is Ghoireasan
Ceann-là:	28 Gearran 2025
Tìotal:	PGR021 E02 Plana Gàidhlig Comhairle Mhoireibh
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	4.1
Neach-labhairt:	Jennifer McHarrie / Iain Mac a' Mhaoilein
Pàipearan-taic:	PT1 E02 Plana Gàidhlig Comhairle Mhoireibh

1. Adhbhar

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

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Geàrr iomradh air adhartas agus geallaidhean ann an eagran a h-aon (E01) a chaidh a chur an gnìomh le Comhairle Mhoireibh:

- Chuir Comhairle Mhoireibh trèanadh ann am mothachadh Gàidhlig air dòigh airson comhairlichean agus ceannardan na Comhairle ann an 2022-2023.
- Stèidhich a' Chomhairle buidheann Ghàidhlig chorpóra a tha a' coinneachadh gach ràith.
- Chuir a' Chomhairle sreath de thachartasan Gàidhlig air dòigh airson Seachdain na Gàidhlig.
- Chuir a' Chomhairle tachartasan Gàidhlig air dòigh ann am bun-sgoiltean ann an sgìre Mhoireibh
- Ruith iad seiseanan Srupag thar ùine a thug cothrom do luchd-ionnsachaidh an cuid Gàidhlig a chleachdadh.

2.2. Chruthaich Comhairle Mhoireibh eagran a dhà (E02) den phlana Ghàidhlig aca stèidhte air na h-amasan àrd-ìre a chaidh aontachadh eadar a' Chomhairle agus Bòrd na Gàidhlig agus a chaidh a chur chun na Comhairle air 05.09.22.

2.3. Chaidh measadh a dhèanamh air an dreachd E02 le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air E02 agus dh'iarr iad atharrachaidhean.

2.4. Nochd a' Chomhairle eas-aonta a thaobh cuid de na h-atharrachaidhean a dh'iarr Bòrd na Gàidhlig.

2.5 Às dèidh conaltradh mun eas-aonta, ghabh a' Chomhairle ri iomadh moladh aig a' Bhòrd agus mar phàirt de sin chaidh aontachadh gun tèid na geallaidhean a leanas a ghabhail a-steach:

- Gum bi a' Chomhairle a' cur air dòigh pròiseactan cànan aig cuid de na bun-sgoiltean agus àrd-sgoiltean aig a bheil ùidh, a' gabhail a-steach Gàidhlig còmhla ri Albais.

- Gum bi a' Chomhairle a' sgaoileadh suirbhidh airson fiosrachadh fhaighinn air ùidh anns a' Ghàidhlig aig ìre tràth-bhliadhnaichean agus bun-sgoil am measg phàrantan, luchd-cùraim agus bhuidhnean ùidh eile. Cuideachd, gun cuir a' Chomhairle leasachaidhean an gnìomh stèidhte air fiosrachadh às an rannsachadh.
- Gum bi a' Chomhairle a' dèanamh a' bhrann didseataich aca dà-chànanach.

3. Moladh

- 3.1. Aire a thoirt don fhiosrachadh ann am PT1.
- 3.2. Aonta a chur ri dreachd E02 de phlana Comhairle Mhoireibh an cois PT1.

4. Prìomh Bhuidhean Ro-innleachdach

- 4.1. Buaidhean air Ionmhas: Mar a chaidh a mhìneachadh gu h-àrd
- 4.2. Buaidhean air Luchd-obrach: N/A
- 4.3. Buaidhean air Trèanadh: N/A
- 4.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha am pàipear seo a' cumail taic ris a' Chomataidh ann a bhith a' coileanadh amasan na bliadhna.
- 4.5. Buaidhean air Cliù: Tha e cudromach gun lean BnG air a' sealltainn gu bheil e a' riaghladh a chuid ionmhais gu h-èifeachdach
- 4.6. Buaidhean air Slàinte is Sàbhailteachd: N/A
- 4.7. Buaidhean Laghail: N/A
- 4.8. Buaidhean air Co-ionannachd: N/A
- 4.9. Buaidhean air an Àrainneachd: N/A

5. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

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

6. Cùrsa Riaghlachais

- 6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 23 Faoilleach 2025.

7. Dearbhadh air Cuairteachadh Sgrìobhainn

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

Moray Council Draft Gaelic Plan 2025-2030

Front cover:

Add Moray Council Logo and Bòrd na Gàidhlig logo once approved.

Moray Council Gaelic Language Plan 2025- 2030

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

1. Foreword: Interim Chief Executive John W. Mundell OBE

As Interim Chief Executive of Moray Council I am privileged to support Moray Council's Gaelic Language Plan 2025-2030. It describes the ambitions of the Council and how we will meet the statutory requirement for Gaelic enshrined in the Gaelic Language (Scotland) Act 2005 and National Gaelic Plan, as well as the statutory duties around Gaelic Medium Education arising from the Education (Scotland) Act 2016.

We recognise the benefits of multilingualism to our residents and the value of raising cultural and historical identity and awareness. Whilst the number of fluent speakers in Moray is low, it has grown significantly from 2011-2022. Over Covid we saw staff and residents' access on-line platforms to learn Gaelic and the new resource "Speak Gaelic" will add impetus to this. We have also seen a growing response to events held during Seachdainn na Gàidhlig. As a small authority we are grateful to funding streams accessed via Bòrd na Gàidhlig and Scottish Government to enable this successful provision. The success of this plan will be driven by the Gaelic speakers who come forward to play their part with the plan and senior management and elected members driving forward opportunities to make connections with Gaelic.

I look forward to seeing the progress made.

Signed:

[Photo of CEO](#)

2. Contents

Background
Moray's Corporate Plan 2024
Review of the previous edition of the Moray Gaelic Plan
Gaelic in Moray
New Research
Moray Council Staff Skills Audit 31/1/22
Planning Context

Pàipear 4.1 PT1

Education
Learning Estate Infrastructure
Library & Heritage Service
Community Learning & Development
HR & Organisational Development
Environmental & Commercial Services
Appendices
Workplan Targets

3. Background

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

<https://www.gov.scot/publications/gaelic-language-plan/pages/3/>

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require public bodies to prepare Gaelic Language Plans. The requirement for a public body to prepare a Gaelic Language Plan is initiated by Bòrd Na Gàidhlig issuing a formal notice to that effect under section 3 of the 2005 Act. It is intended that all public bodies prepare their Gaelic Language Plan with a view to developing Gaelic in “a reasonable and proportionate manner “taking account of the existing number of speakers within their area of operation, and their potential to develop the use of the language. In addition to the above statutory requirement, the Education (Scotland) Act 2016 places several statutory duties on local authorities in relation to the promotion of the Gaelic language, and in the initial and full assessment of need for Gaelic Medium Primary Education in response to parents who make a request for Gaelic Medium Education.

Moray Council’s first edition Gaelic Language Plan was produced in response to a statutory notice issued to Moray Council by the Bòrd and went to Policy and Resources Committee for approval on 21 March 2017. At the time of this initial statutory notice, the Bòrd identified 4 core areas of service delivery that it expected local authorities to address when preparing Gaelic Language Plans: Identity, Communications, Publications and Staffing. Officers produced a plan on this basis.

The fourth National Gaelic Language plan 2024-2029 identifies overarching priorities linked to the vision of “A measurable increase in the numbers of people speaking, learning using and Supporting Gaelic.”

https://www.gaidhlig.scot/wpcontent/uploads/2023/12/FINAL_BnG_National_Gaelic_Language_Plan_ENGLISH.pdf

This will be achieved through the following priorities:

- a) Increasing the use and learning of Gaelic
- b) Community Priority Areas (to include on-line Gaelic Community networks; resource Gaelic Development Officers and increasing the use and learning of Gaelic in Homes)
- c) Increasing the use and learning of Gaelic in the Creative Industries
- d) Increasing the use and learning of Gaelic in Business and the Economy
- e) Increasing the use and learning of Gaelic in Public Authorities (this includes Gaelic visibility and signage)
- f) Increase the use and learning of Gaelic in Education, 0-18 years
- g) Increase the use and learning of Gaelic Post-school and Adult Learning.

Our Moray plan focuses on the high-level aims agreed by Bòrd na Gàidhlig and continuing the commitment of the Corporate Service aims to grow all aspects of provision. We welcome the ambition of the National Gaelic Plan and Moray will continue with the development of the previous editions’ priorities.

4. Moray’s Corporate Plan 2024

Our Vision:

“A Moray where people prosper, free from poverty and inequality.”

- Our young people grow up safe, well-educated and reach their full potential
- People lead healthy lives and have access to quality care when they need it
- Our businesses and communities prosper
- Our natural environment thrives for the betterment of all

Intrinsic to this is a set of values:

FAIR	Ambitious	Improving	Responsive
<ul style="list-style-type: none"> • Tackle inequalities • Treat people fairly • Promote equalities and awareness • Consider our impact on others 	<ul style="list-style-type: none"> • Be outward looking • Promote and celebrate Moray • Be a great place to work • Ensure sustainable and efficient council services 	<ul style="list-style-type: none"> • Drive improvement • Encourage innovation • Take commercial opportunities • Invest in transforming to meet future needs 	<ul style="list-style-type: none"> • Be open and transparent • Promote community participation and involvement • Listen to and involve our communities

Moray is a largely rural area covering a land mass of 2,238km². It has a long coastline on the Moray Firth with harbours, fishing villages and some world-class beaches. The area’s population is 94,280 (mid-year estimates 2022), rising from 93,470 (Mid-year estimates 2011) in 2011. The main centre of population is Elgin, which is home to more than one quarter of the people living here. Other main towns are Forres, Buckie, Lossiemouth and Keith, which each have populations of between 5,000 and 10,000. The Council workforce is around 4,700 - equivalent to 3,500 full time staff. (Source: Public Performance Report)

This information is the backdrop to the second edition of the Moray Gaelic Language Plan.

5. Review of the first edition of the Moray Gaelic Language Plan

In November 2021 a Corporate Gaelic Group was created and terms of reference agreed. In 2024 it was chaired by the Head of Education, Resources and Communities, with representation from HR, Internal audit, Finance, Housing, Environmental Services, Education, Libraries and our Communities CLD team. The group meets 4 times annually and produced a draft second edition of the Plan which was approved by Moray Council and submitted to the Bòrd in November 2022 and subsequently in March and September 2024. Following feedback discussions, the focus of this Plan was agreed.

Governance: The internal communication process:



The Corporate Gaelic Group engages with all Moray Council Gaelic related issues, responding to national developments and local needs whilst monitoring, reviewing, and reporting annually on the second edition of the Gaelic Language Plan. Council staff and communities will be informed through bi-lingual updates on social media and the Councils staff interchange. The Corporate Gaelic group will monitor the plan which will be reported on internally annually and then submitted to Bòrd na Gàidhlig. The Interim Chief Executive has overall responsibility to ensure that the Moray Council delivers on the Gaelic Language Plan.

Achievements:

- Creation of the Corporate Gaelic Group
- Completion of the staff skills audit with 259 respondents
- Successful funding bid to Gaelic Covid monies for “Gaelic First Steps,” however this funding had to be returned when a tutor could not be secured. This indicates one of the continuing challenges for delivery □ The translation of the new CLD plan easy read...a first in Scotland
- Successful funding bid to the Gaelic Specific Grant for “Carson Gaidhlig?” through partnership work with Moray College UHI and Moray Gaelic Group. The bid was to bolster conversation activity and support to develop the new plan. Through this seed corn funding a public meeting was held to assess the needs and interest in Gaelic and to relaunch Moray Gaelic Group classes
- Moray held week-long activities via Seachdain na Gàidhlig, World Gaelic Week, with a subsequent report and interview on Keith Community Radio involving participants. This was funded via the Gaelic Specific Grant. A Gaelic stall was set up at Moray College to promote opportunities
- Developed contact with the Gaelic Books Council and through external Scottish Government funding a range of Gaelic books were purchased to be rotated round the public libraries
- The North Alliance CLD network held a Gaelic themed focus meeting led by Education Scotland Gaelic Officers
- A newsletter was produced on the work of the Communities CLD Team which included Gaelic provision
- There is a strong partnership with Moray Gaelic Group and Moray College UHI to develop initiatives and new relationships are being created with new Gaelic Plan partners.

6. Our second edition Gaelic Language Plan will build on the progress made with Gaelic initiatives recognising the challenging environment of local government. Our targets, timelines and responsibilities are summarised in an action plan at the end of the document.

Corporate Strategic Group:

Target 1: As a strategic group, we will continue to monitor outcomes and grasp opportunities to promote Gaelic.
Target 2: We will develop and maintain a Gaelic information and opportunities page on the Councils website.
Target 3: We will share social media posts from Moray Gaelic Partners via the Council’s official accounts and ensure social media messaging regarding Gaelic initiatives are issued bilingually.
Target 4: We will audit the Councils core processes and identify where Gaelic can be introduced into public documents.
Target 5: We will focus on this edition 2 of the Plan to develop the corporate service aims provided by the Bòrd thus growing all aspect of provision. (see appendix D)

7. Gaelic in Moray

- Moray Map, Bòrd na Gàidhlig <https://www.ainmean-aite.scot/wp-content/uploads/2021/11/Moireibh-300dpi-scaled.jpeg> (to be used as a slide/picture)
- Moray is an area where Scots and Doric are spoken. Gaelic skills are developing as highlighted in the comparison of the 2011 and 2022 census data:

Moray Gaelic Language Skills 2011 and 2022

All people aged 3 and over	90,178	90,787
Understands but does not speak, read or write Gaelic	354	828
Speaks, reads and writes Gaelic	311	454
Speaks but does not read or write Gaelic	246	273
Speaks and reads but does not write Gaelic	66	96
Reads but does not speak or write Gaelic	84	153
Other combination of skills in Gaelic	20	52
No skills in Gaelic	89,097	88,936

<https://www.scotlandscensus.gov.uk/>

8. New Research:

Over the past 2 years we have also seen a significant increase in participation and the volume of activities offered through World Gaelic Week. This is consistent with the ScotCen Social research dated 29/06/2022 reports:

“There has been a shift towards more positive attitudes regarding the language in a range of areas, including views on Gaelic education, the importance of Gaelic to one’s own cultural heritage, public spending on Gaelic, and the future of Gaelic.” www.gaidhlig.scot/en/our-work/research/reports-and-papers/

(The 2021 research sample was based on 1,365 randomly selected people interviewed aged 18+. The data was weighted to be representative of Scotland in terms of age, sex, region, and other socio-economic characteristics.)

9. Moray Council Staff Skills Audit 31/1/2022

In preparation of our second edition Moray Gaelic Language Plan an audit was carried out with 259 returns:

- 27 staff had some Gaelic or were learning and 231 had none
- 76 were interested in Gaelic language classes
- 55 were interested in informal conversation sessions
- 18 were interested in Gaelic social activities
- 52 were interested in further Gaelic discussions

Since this piece of work employees are notified of any initiatives to progress their interest and involvement through the staff interchange, direct emails and social media.

From anecdotal Moray feedback, there was an increased take up of on-line learning opportunities during Covid using e.g. Duolingo. We wish to encourage the learning and use of Gaelic within the Councils staff.

For Council Staff:

Target 6: We will pilot online Gaelic introduction sessions with a partner local authority and evaluate and share findings

Target 7: We will pilot monthly Strupag conversation sessions for staff and the wider community

Target 8: We will encourage Council staff who are Gaelic learners or speakers to use the following on their email signature:



Toilichte conaltradh a dhèanamh ann an Gàidhlig no Beurla
Happy to communicate in Gaelic or English

The number of staff using the logo will be reported annually by departments and this will be used as a benchmark for future monitoring.

Target 9: We will bring together Gaelic speakers with different levels of fluency annually to encourage opportunities to stimulate Gaelic use and ascertain interest in a Gaelic forum.

Pàipear 4.1 PT1

Target 10: We will monitor any Gaelic requests via the updated equalities form, reporting annually to Bòrd na Gàidhlig.

For our Councillors:

Target 11: We will deliver an annual Gaelic conversation for all councillors and senior management to inform them of the statutory duty and any updates to edition 2 of the Moray Gaelic Plan.

Target 12: We will report internally annually on the progress of edition 2 of the Moray Gaelic Plan and submit reports to Bòrd na Gàidhlig.

Target 13: We will create a Gaelic elected member lead for the duration of edition 2 of the Gaelic Plan who will liaise with the public, Council Officers and CLD Officer.

10. Planning Context:

There are some 57 approved Gaelic Language plans in Scotland within existing public authorities. The content is honed to the functions and context of the organisation. The content does impact on Moray and the future should see a building of increased partnership work and opportunities to enhance provision as new plans are generated. Please see appendix B.

Target 14: We will bring together plan owners annually for a Moray focussed sharing session to seek opportunities, learn from each other and jointly plan.

11. Education

Since 2022 there has been one request for Gaelic Medium Education in Primary and one request for Gaelic Medium input in Speyside. Curricular support has been arranged via e Sgoil access.

Gaelic themed learning sessions has been introduced in some Primary Schools via an externally funded film project. The Bòrd have recognised that there has been progress made in relation to engaging with Primary Schools and are supportive of the approach being developed.

There is a curriculum offer to pupils through e Sgoil which has been sent to our eight secondary schools as well as a video clip of an ex-pupil from Forres Academy who learned and sat National 5 and Higher Gaelic. There is a teacher Continuing Professional Learning offer through the Northern Alliance, our regional collaborative, and other Gaelic agencies which are made available to schools. This is enhanced by advertising attendance at the Moray Gaelic Group for interested teachers and members of the public. One supply teacher who is retired has come forward from the eight identified by the GTCS as Moray teachers who wished to learn Gaelic. A headteacher has been on a Gaelic language professional learning course in July 2023 and has used her learning to run a project in her primary school in February 2023 and February 2024.

Contact has been made with Skills Development Scotland regarding employment opportunities in Gaelic and sessions have been arranged for pupil support staff in secondary schools with SDS and Education Scotland. Contact was also made with the Quality Improvement Officer overseeing Gaelic Education in Aberdeenshire, and it is hoped to develop this link with this officer and the Highland Gaelic Education Officer. The best way forward in Moray is

Pàipear 4.1 PT1

to have Scottish language, history and culture themed projects advertised to, and delivered in, interested primary and secondary schools so that Gaelic can be offered with Scots.

Target 15: We will offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and develop this by offering Scottish languages, history and culture projects across Secondary Schools in S1 to S3 as capacity allows to create an interest in offering Gaelic as an L3 option.

Target 16: We will issue a Moray survey to parents/carers, teachers, pupil support assistants, library assistants and sports staff to ascertain interest in Gaelic early years provision and Gaelic education (learner and Gaelic-medium) delivery and act on the findings.

Target 17: We will promote Moray and Northern Alliance Modern Languages Progressions which include Gaelic progressions and add case-studies to this webpage.

Target 18: We will offer professional learning in Gaelic language teaching to build capacity within Moray Education and encourage staff to apply for grants to fund these opportunities

Target 19: We will update our Moray Council education website to make information on Gaelic Education more accessible to Moray parents/carers.

Target 20: We will liaise with other Local Authorities and organisations to see where we can be supported in offering and delivering Gaelic Education to increase provision.

12. Education Infrastructure:

The Learning Estate Team is responsible for enhancing and developing our learning estate (early year's settings and schools) in line with available budgets.

Within the current Learning Estate plan, we have new build/major refurbishments anticipated for Forres Academy and Buckie High School towards the end of the decade. In addition, we are completing survey works across the whole of the current Learning Estate (a further 49 schools), which will identify and prioritise a refurbishment programme into the next decade.

The team will address how Gaelic can be incorporated into signage when developing new schools, or refurbishing existing schools, in consultation with the school and wider community. The historical and cultural significance of names will be shared so informed choices can be made.

Target 21: We will address how Gaelic signage can be incorporated into new and refurbished schools to meet the needs of local communities as they progress.

13. Library & Heritage Service

The Library Service (currently 11 libraries and 1 mobile library) has a permanent stock of Gaelic literature, reference and learning materials. We work with the Scottish Book Trust to ensure that age appropriate resources are available to those who need them and we can provide free Gaelic language support to groups, health visitors, early years settings etc. as appropriate.

Pàipear 4.1 PT1

Target 22: We will rotate our Gaelic resources around our larger libraries every 6 months. We will publicise the collection as and when in each new location and refresh and renew based on demand as appropriate.

Target 23: We will develop and promote Gaelic activity as part of the annual library services programme for Book Week Scotland (November). We will feature at least one Gaelic event as part of the programme each year. We will produce publicity and promotional material bi-lingually.

The Heritage Centre has statistical accounts but no other Gaelic reference books. A carved lintel stone has been found with “Biodh fiala ri choicrich,” roughly translated, “Be generous to strangers” above a doorway in Burghead. There is also a second French and Gaelic inscription that is being researched. It is over 200 years old and not listed on the Canmore site, (which is an online catalogue of Scotland’s archaeology, buildings, industrial and maritime heritage.) <https://canmore.org.uk/>

Target 24: We will develop awareness to actively collect images of Morays Gaelic Heritage to build a data-base and share with Canmore.

14. Community Learning & Development

Our Partnership CLD Plan 2024-2027 was published in August 2024 with the priorities of:

- Learning for Life
- Active Citizens and Community Voice
- Developing and Connecting the CLD Workforce Development

Within this there are cross cutting themes of:

- Addressing the impacts of rurality and poverty
- Improving mental health and wellbeing by reducing isolation
- Promoting climate justice.

The Scottish Government Review of CLD findings will also influence future delivery and direction of service provision. (Learning for All. For Life July 2024)

Target 25: We will continue to service the Corporate Gaelic Group, apply for external funds, report on activity and manage funding.

Target 26: We will build on the “Exploring Gaelic” sessions to staff and community groups and support an annual speaker’s programme with Libraries to highlight Gaelic interest and culture.

Target 27: We will service and support a monthly Strupag group to enhance opportunities to use the language and encourage new learners and staff to the Gaelic community.

Target 28: We will seek opportunities to use the “Gaelic Placenames of Moray” publication to maximise its reach

Pàipear 4.1 PT1

Target 29: We will develop a programme to promote World Gaelic Week building on the voices of Gaelic speakers and learners.

Target 30: We will promote Gaelic learning and cultural opportunities to the CLD workforce

Target 31: We will seek corporate and external funding to secure a Gaelic speaking CLD worker based on identified need.

15. HR & Organisational Development

Where Gaelic Language is an essential criteria for a post the Person Specification will specify this, and the post will be advertised in Gaelic.

Where it is deemed desirable for a post to have Gaelic language then the post should be advertised in Gaelic and English.

To show our commitment it is proposed that the Vacancy Management form is amended to include the following:

1. Is Gaelic Language an essential criteria for this post?
2. Is Gaelic language a desirable criteria for this post?

Employee Development: Learning Gaelic

Moray Council staff will be encouraged to learn Gaelic where it would add value to their role using flexi time, lunchtimes, and late starts (where practicable) to do so.

Target 32: We will amend the Vacancy monitoring form to ensure recruiting officers consider Gaelic language criteria

Target 33: We will support and enable opportunities to learn Gaelic including staff and elected member induction processes

Pàipear 4.1 PT1

16. Environmental & Commercial Services:

Where new or replacement signage is required, the service will work with the relevant communities to establish the best options for the signage, including the potential for bi-lingual signage.

Target 34: We will introduce internal multi-lingual Welcome signage in our public buildings from August 2025
Target 35: We will Introduce external Gaelic signage as opportunities arise in buildings, streets and roads
Target 36: Moray Growth Deal Cultural Quarter project will follow Moray Council corporate policy regarding the adoption of signage relating to the construction of new facilities
Target 37: Partnership working will be strengthened between the project and key agencies such as Visit Scotland, Creative Scotland and Historic Environment Scotland (Project Board members) to drive learning and identify opportunities for synergy in how parties managing facilities in the Cooper Park area promote Gaelic
Target 38: With the cultural offering associated with the Grant Lodge facility due to be developed, the project team will evaluate and evidence options for the integration of Gaelic.

17. Appendices

a) Key Gaelic national partners:

Bòrd na Gàidhlig	Works to promote Gaelic throughout Scotland. Find information on the benefits of Gaelic education, being bilingual and your nearest Gaelic provider.
Fèisean nan Gàidheal	The organisation which supports the development of community-based Gaelic arts tuition festivals
Comunn na Gàidhlig	An organisation which seeks to promote Scottish Gaelic language and culture
Comann nam Pàrant	A Gaelic parents organisation which supports a network of local groups
Comhairle nan Leabhraichean	The Gaelic Books Council is the lead organisation with responsibility for supporting Scottish Gaelic authors and publishers
An Comunn Gàidhealach	An Comunn Gàidhealach has supported the teaching, learning and use of the Gaelic language and the study and cultivation of Gaelic literature, history, music, and art for over 100 years. Through the organisation and running of the Royal National Mòd and a network of provincial Mòds across Scotland, An Comunn Gaidhealach furthers the aims of supporting and developing all aspects of the Gaelic language, culture, history, and heritage at local, national, and international levels.
Ainmean-Àite na h-Alba	A free database that provides a single source of authoritative information on Gaelic forms of place-names.

Pàipear 4.1 PT1

b) Gaelic Language Plans that impact on Moray:

Creative Scotland	Historic Environment Scotland	Crofting Commission	Scottish Land & Forestry	Scottish Funding Council	Skills Development Scotland
Education Scotland	National Galleries of Scotland	Highland and Islands Enterprise	Nature Scot	University of the Highlands and Islands	Police Scotland
Sport Scotland	Cairngorm National Park Authority	Scottish Qualifications Authority	Scottish Parliament	Visit Scotland	Historic Environment Scotland

c) High-level aims

d) Amasan Àrd-Ìre		High-level Aims
Airson an cur a-steach do dh'eagraan 02 de Phlana Gàidhlig Comhairle Mhoireibh		For inclusion in edition 02 of Moray Council's Gaelic Language Plan
A' cleachdadh na Gàidhlig		Using Gaelic
Stèidhich CM Buidheann Plana Gàidhlig maireannach le riochdachadh bhon a h-uile roinn agus aig a bheil dleastanas airson leasachadh, libhrigeadh agus sgrùdadh plana Gàidhlig na Comhairle.		MC will establish a permanent Gaelic Plan Group with representation from all departments and responsibility for development, delivery and monitoring of the Council's Gaelic language plan.
Lorgaidh CM cothroman gus ar tuigse a leasachadh air luach cultarail agus dùthchasach na Gàidhlig thar nan seirbheisean eadar-dhealaichte againn.		MC will seek opportunities to develop our understanding of the cultural and heritage value of Gaelic across our different services.
Far an tig cothroman am bàrr, beachdaichidh CM air mar a dh'fhaodadh a' Ghàidhlig cur ri leasachadh agus brosnachadh pròiseact a' Chairteil Chultarail taobh astaigh Cùmhnant Fàs Mhoireibh, ri linn fòcas a' Chùmhnaint air Ùr-ghnàthachas à Traidisean.		Where opportunities arise MC will consider how Gaelic can contribute to the development and promotion of the Cultural Quarter project within the Moray Growth Deal, in line with the Deal's focus on Innovation from Tradition.
Ag ionnsachadh na Gàidhlig		Learning Gaelic

Pàipear 4.1 PT1

<p>Thèid an dleastanas a th' ann an Achd an Fhoghlaim (Alba) 2016 a chur an sàs le CM gus foghlam tro mheadhan na Gàidhlig agus foghlam Gàidhlig do luchdionnsachaidh a bhrosnachadh do luchdcòmhnaidh sgìre CM mar a thathar a' meas iomchaidh, a' gabhail a-steach a' chothruim a th' ann do phàrantan iarraidh gun tèid foghlam tro mheadhan na Gàidhlig (FtG) a stèidheachadh anns an sgìre.</p> <p>Bidh Comhairle Mhoireibh a' tabhann cùrsaichean teisteanais ann am Foghlam Gàidhlig aig an Ìre as Àirde ÀS4-ÀS6 agus cuiridh iad seo an gnìomh mean air mhean anns a h-uile Àrd-sgoil.</p> <p>Cruthaichidh Comhairle Mhoireibh plana gnìomh le amasan aontaichte gus dèanamh cinnteach gu bheil a' Ghàidhlig mar nuachànan (L3) ri faighinn thar bunsgoiltean an ùghdarrais.</p> <p>Bidh co-chomhairle ghnìomharrach aig CM còmhla ri pàrantan agus inbhich cunntasach eile ann an sgìre na Comhairle gus faighinn amach ma tha iarrtas ann airson solarachadh tràth-bhliadhnaichean na Gàidhlig agus foghlam Gàidhlig (luchd-ionnsachaidh agus tro meadhan na Gàidhlig). Thèid na toraidhean àrd-ìre bhon cho-chomhairle a cho-roinn le prìomh luchdùidh, a' gabhail a-steach Bòrd na Gàidhlig.</p> <p>Bheir CM taic do dh'inbhich a tha nan luchdlabhairt no nan luchd-ionnsachaidh thar sgìre na Comhairle.</p>	<p>MC will undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to MC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).</p> <p>The Moray Council will offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and progressively implement this across all Secondary Schools.</p> <p>The Moray Council will develop an action plan with agreed targets to ensure that Gaelic as a modern language (L3) is available across primary schools in the authority.</p> <p>MC will actively consult with parents and other responsible adults in the Council area to establish whether there is demand for Gaelic early years provision and Gaelic education (learner and Gaelicmedium). The top-level findings from the consultation will be shared with key stakeholders, including Bòrd na Gàidhlig.</p> <p>MC will support adult Gaelic speakers and learners across the Council area.</p>
<p>A' cur na Gàidhlig air adhart</p>	<p>Promoting Gaelic</p>
<p>Bheir CM taic do thachartasan a bhios a' cur cudrom air àite na Gàidhlig san latha an-diugh agus gu traidiseanta ann an coimhearsnachd, ealain agus beatha cultarach na sgìre.</p>	<p>MC will support events which highlight the presentday and traditional role of Gaelic in the area's community, arts and cultural life.</p>

d) Corporate Aims – stipulated by Bòrd na Gàidhlig for all public bodies in Scotland:

Amasan airson Seirbhisean Corporra	Corporate Service Aims
Àrd Phrionnsapalan	Overarching Principles
<p>Spèis Cho-ionann A h-uile gealladh anns a’ Phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>
<p>Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th’ ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p>Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>
<p>Treas Partaidhean A’ dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.</p>	<p>Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>
<p>Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p>Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>
<p>Pàrantan Corporra Gu bheillear mothachail air na dleasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.</p>	<p>Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.</p>
Inbhe	Status
<p>Suaicheantas Ag amas air suaicheantas corporra anns a’ Ghàidhlig agus anns a’ Bheurla a chruthachadh nuair a thig a’ chiad chothrom agus mar phàirt den phròiseas ùrachaidh.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>

Conaltradh leis a' phoball	Communicating with the public
<p>Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>
<p>Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p>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.</p>
<p>Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p>Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>
<p>Coinneamhan Cothroman airson coinneamhan dà- chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>
Fiosrachadh	Information
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>
<p>Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>
<p>Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>
<p>Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>
<p>Taisbeanaidhean Cothroman airson taisbeanaidhean dà- chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p>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.</p>

Luchd-obrach	Staff
<p>Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>
<p>Inntrigeadh Èòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>
<p>Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>
<p>Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhaistidh.</p> <p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a libhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p> <p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process.</p> <p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>
Corpas na Gàidhlig	Gaelic Language Corpus
<p>Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>
<p>Ainmean-àite Iarrar stiùireadh bho Ainmean-Àite na h-Alba agus cumar ris an stiùireadh sin.</p>	<p>Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>

Notes:

For further information contact: Gaelic@moray.gov.uk

Pàipear 4.1 PT1

e) **Workplan targets:**

Action	CORPORATE GAELIC GROUP: We will	Success Measure	Target	Timescale	Lead
1	Monitor and show leadership over the plan grasping opportunities to promote Gaelic.	Consistent Gaelic progress and content within Council operations. 6 monthly reviews in place and recommendations made.	4 meetings per year held with 80% attendance levels across all services. A quarterly reporting system will be set up for respective Heads of Service to report back on their actions. Information will be reviewed on a 6 monthly basis by the Extended Corporate Management Team. Each year we will work with two different services to focus on increasing Gaelic visibility within their department.	2025-2030 Throughout the second edition of the plan	Depute CEO
2	Develop and maintain a Gaelic information and opportunities page on the Councils website.	Increased awareness and use of the Gaelic page	Page refreshed Baseline data collected 10% year on year increase in traffic to the Gaelic web page.	March 2025 Jan 2026 2027-2030 Annually	PR Corporate Gaelic Group
3	Promote and share social media posts from Moray Gaelic Partners via the Council's official accounts and ensure social media messaging regarding Gaelic initiatives are issued bilingually.	All Gaelic related social media posts are issued bilingually.	8 posts per year minimum Increase the average reach of posts to quantify audience engagement.	2025 and throughout the second edition of the plan	PR

Pàipear 4.1 PT1

4	<p>Audit Service core processes and identify where Gaelic can be introduced into public documents.</p>	<p>All departments use the refreshed Equalities Statement and consider key documents for translation.</p> <p>Translations delivered within existing budgets and incorporated.</p>	<p>Invite Gaelic speaking staff and other stakeholders to act as a reference group to identify priority documents for translation.</p> <p>Reference group to sense check 25% of translations for accuracy.</p>	<p>By December 2025</p>	<p>Depute CEO</p>
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Pàipear 4.1 PT1

5	Focus on in edition 2 to develop the corporate service aims provided by the Bòrd thus growing all aspects of provision (appendix D)	<ol style="list-style-type: none"> 1. Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English. 2. To actively offer any Gaelic services provided 3. To normalise Gaelic provision over time 4. To render the corporate logo bilingual when rebranding 5. To include Gaelic in reception and phone services 6. To offer Gaelic at public meetings and provide Gaelic services where there is a request 7. To undertake an internal audit to build on Gaelic capacity and training needs for Gaelic language and Gaelic awareness 	<ol style="list-style-type: none"> 1. Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English 2. Gaelic services will be actively offered and provided 3. Staff will automatically consider Gaelic needs in practice 4. The digital corporate logo will have bilingual re-branding 5. Gaelic will be available in reception and phone services 6. Gaelic will be made available at public meetings and Gaelic services provided where there is a request 7. An internal audit report to build on Gaelic capacity and training needs for Gaelic language and Gaelic awareness will be produced. 	<p>By January 2025</p> <p>By June 2025</p> <p>By June 2026</p> <p>By August 2025</p> <p>By January 2026</p> <p>By January 2027</p> <p>By July 2029</p>	<p>Corporate Gaelic Group</p> <p>Corporate Gaelic Group Managers</p> <p>PR</p> <p>Organisational Development</p> <p>Managers</p> <p>CLDO/Employee Development</p>
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Pàipear 4.1 PT1

		within the life-span of edition two.”			
	COUNCIL STAFF: We will	Success measure	Target	Timescale	Lead
6	Pilot an online Gaelic introduction sessions with a partner local authority and evaluate and share findings	20% of staff who take part in sessions move on to further learning opportunities.	10 staff access the training opportunity	March 2025	CLD Officer & Local Authority partner
7	Promote a monthly Strupag conversation session for staff and the wider community	Participants link in with other Moray classes. Native speakers attend.	12 sessions delivered per year	2025 and though-out the lifetime of the plan	CLD Officer
8	Encourage Council staff who are Gaelic speakers or learners to highlight their Gaelic skills on their email signature	Managers encourage staff to declare skills. Greater visibility of actual Gaelic skills across Council. Council and public have a better understanding of staff who are confident to communicate in Gaelic.	Baseline established on the number of departments with staff using the signature identified. Increase the number of departments with at least one member of staff using the signature	March 2026 June 2028	CMT/SMT

Pàipear 4.1 PT1

9	Bring together Gaelic speakers with different levels of fluency annually to encourage opportunities to stimulate Gaelic use and ascertain interest in a Gaelic forum.	Needs identified for future development. Staff interest in future meetings acted on to build a staff Gaelic community.	Annual staff on-line meeting delivered	Year 2, 2026 and annually thereafter	Organisational Development
10	Monitor any Gaelic requests via the updated equalities form, reporting annually to Bòrd na Gàidhlig.	To have a clear understanding of the needs requested.	100% of requests collated with information copied to the generic Gaelic inbox Gaelic@moray.gov.uk and reported to the Corporate Group	From January 2026	Equalities Officer CLDO
	COUNCILLORS: We will	Success measure	Target	Timescale	Lead
11	Create a Gaelic elected member lead for the duration of edition 2 of the Gaelic Plan who will liaise with the public, Council Officers and CLD Officer.	Councillor attends updates with CLDO & responds/signposts any Gaelic correspondence. Councillor raises any Gaelic opportunities within role	Recruit elected member lead.	2025	CLDO
12	Deliver an annual Gaelic conversation to inform councillors of the statutory duty and any updates to the Moray Gaelic Plan.	Elected member lead hosts an annual informal session prior to formal reporting of progress.	1 dedicated meeting delivered.	Year 1 July 2025 and annually thereafter	Depute Chief Executive Officer/CLDO/Gaelic Specialist
13	Contribute to the Corporate Group in providing annual progress report on Plan.	Increased member understanding of the relevance of Gaelic in Moray.	Annual committee report with elected member lead input.	Years 1-5 annually in August	Depute Chief Executive Officer/CLDO

Pàipear 4.1 PT1

	GAELIC PLAN HOLDERS: will:	Success measure	Target	Timescale	Lead
14	Bring together plan owners for a Moray focussed sharing session to learn from each other and jointly plan.	Increase in collaboration of partners with council departments/initiatives	One annual Gaelic Plan Holders meeting held during Seachdain na Gàidhlig week	Annual event every year 2025-2030	CLDO

Pàipear 4.1 PT1

	MORAY EDUCATION: We will	Success measure	Target	Timescale	Lead
15	Offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and progressively implement this across all Secondary Schools in S1-3 as capacity allows to create an interest in offering Gaelic as an L3 option	<p>Gaelic is offered at L3 across more of our primary schools with 20% having an offer by year 5.</p> <p>A foundation is established to build on developing Gaelic offering across secondary schools</p> <p>Information is provided to pupils and parents on Gaelic in secondary to promote the offer</p>	<p><u>Year 1</u>: 3 ELCs and primary schools offering Gaelic as an L3 (Dallas, Newmill and Botriphnie)</p> <p><u>Year 2</u> and subsequent years: 3 additional primary schools/ELC settings run Gaelic projects each year in Scottish languages, history and culture</p> <p>Year 2: One secondary school offers Gaelic as an L3 option (e-Sgoil).</p>	<p>By the end of school year 2024/25</p> <p>20% of primary schools have had a Gaelic offer by 2030</p> <p>By the end of school year 2025/26</p>	<p>Education Lead Officer and Primary Headteachers</p> <p>Education Lead Officer and Primary Headteachers</p> <p>Education Lead Officer and Principal Teacher(s) of Modern Languages</p>
16	Issue a Moray survey to parents/carers, teachers, pupil support assistants, library assistants and sports staff to ascertain interest in Gaelic early years provision and Gaelic education (learner and Gaelic-medium) and act on the findings	<p>We know the interest in Gaelic early years, Gaelic medium and Gaelic learner education</p> <p>Survey issued, returned and analysed</p>	<p>We will issue the survey by the end of school year 2024/25 and share with stakeholders including BnG</p>	<p>By the end of school year 2024/25 and then biannually</p>	<p>Education Lead Officer</p>
17	Promote Gaelic and Northern Alliance Modern Languages Progressions which include Gaelic progressions and add case-studies to this webpage	<p>Head teachers and school staff are aware of as part of the Modern Languages progressions</p>	<p>We will promote this via the Education Briefing each term.</p> <p>A case study is added to the Gaelic education webpage</p> <p>One secondary will offer Gaelic as L3</p>	<p>By end of school year 2024/25</p> <p>By the end of school year 2025/26</p>	<p>Education Lead Officer</p>

Pàipear 4.1 PT1

18	Offer professional learning in Gaelic language teaching to build capacity within Moray Education and encourage staff to apply for grants to fund these opportunities	<p>More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year.</p> <p>NQTs will know about the provision of Gaelic education in Moray n PLL Update through the induction process</p>	<p>Advertise at least one Gaelic professional learning (PL) opportunities to Moray colleagues per year</p> <p>1 member of staff from each ASG will have attended</p> <p>1 member of staff from each secondary will have attended</p> <p>1 member of staff from each primary will have attended</p> <p>1 member of staff from each Council ELC setting will have attended</p>	<p>2024/25 and each year thereafter</p> <p>2025/26 and each year thereafter</p> <p>2025/26</p> <p>2026/27</p> <p>2027/28</p>	Education Lead Officer and interested staff
19	Update our Moray Council Education web- page to make information on Gaelic Education more accessible to Moray parents/carers	To make information about Gaelic Education more accessible to parents/carers	Moray Council Education webpage will be updated and informed through stakeholder feedback.	By January 2025	Education Lead Officer
20	Liaise with other Local Authorities and organisations to see where we can be supported in offering Gaelic Education to meet needs	Increased capacity available by partnership work with other local authorities and organisations to offer provision	Explore options with neighbouring local authorities and organisations to meet Gaelic needs	By March 2025 and ongoing	Education Lead Officer

	INFRASTRUCTURE: We will	Success measure	Target	Timescale	Lead
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Pàipear 4.1 PT1

21	Address how Gaelic signage can be incorporated into new and refurbished schools to meet the needs of local communities as they progress.	New or refurbished buildings will have Gaelic signage built in.	As provision is developed or refurbished, communities will receive placename and cultural information to make informed choices.	Consultation on new build school (Elgin HS complete 2026 and Forres Academy early 2028) or major refurbishments (planned over the next 10 years with Cullen PS first planned for completion in 2025/26) signage needs will consider Gaelic language requirements.	Learning Estate Manager
	LIBRARY & HERITAGE SERVICE: We will:	Success measure	Target	Timescale	Lead
22	Rotate our Gaelic resources around our larger libraries. We will publicise the collection as and when in each new location and refresh and renew based on demand as appropriate.	Increase number of residents accessing the Gaelic collection. Increase requests for Gaelic materials.	Rotation every 6 months Refreshed publicity materials	6 monthly cycles from 2025	Principal Librarian
23	Develop and promote Gaelic activity as part of the annual library services programme for Book Week Scotland (November). We will feature at least one Gaelic event and will produce publicity and promotional material bilingually.	Increase interest in the event (Baseline of 8) Suggestions from participants on future events.	Gaelic offer within the library programme. Bi-lingual promotional material produced. Social media coverage.	2025 Year 1 and consistently thereafter	Principal Librarian

Pàipear 4.1 PT1

24	Develop awareness to actively collect images of Morays Gaelic Heritage to build a database and share with Canmore.	Moray Gaelic content introduced to the collection and promoted as there is currently no Gaelic materials within the Heritage Centre	Deliver a Gaelic images project Promote “Gaelic Placenames of Moray” by Iain Mac an Tailleir Deliver a Doric and Gaelic paper to show synergies between the languages,	2025 2025 Summer 2026	CLDO & specialists Heritage Officer CLDO Specialists & Partners
	COMMUNITY LEARNING & DEVELOPMENT: We will	Success Measure	Target	Timescale	Lead
25	Continue to service the Corporate Gaelic Group, apply for external funds & report on activity and manage funding.	Attendance prioritised for Gaelic meetings (minutes); Successful funding applications to meet Gaelic needs.	Attend 4 corporate Gaelic group meetings; Apply to GLAIF and other external funding for activity support; Support Moray Gaelic Group to apply for external monies and build capacity.	4 meetings minimum per annum of the plan Applications made when funds open	CLDO
26	Build on the “Exploring Gaelic” sessions to staff and community groups and support an annual speaker’s programme to highlight Gaelic interest and culture.	Increased demographic range of participants attending	3 sessions delivered on different subjects	Spring, summer and Autumn per year.	CLDO and Moray Gaelic Group
27	Service and support a monthly Strupag group to enhance opportunities to use the language and encourage new learners and staff to the Gaelic community.	Meetings take place. Learners input ideas and develop provision.	12 sessions per year	Monthly meetings throughout the Plans lifespan	CLDO Fluent speaker

Pàipear 4.1 PT1

28	Seek opportunities to use the “Gaelic Placenames of Moray” publication to maximise its reach	Training session delivered to teaching staff and interested departments. Potential development ideas explored. New collaboration developed with plan holders and schools	50% of Associated School Groups (ASG) will be represented at training. Development of projects arising from the session	2025 2026	CLDO
29	Develop a programme to promote World Gaelic Week building on the voices of Moray Gaelic speakers and learners.	Draw down external funding to enhance the programme of events and increase the number of participants in events.	Develop a programme for the Spring event based on input from speakers and learners. Apply for external funding. Deliver and evaluate the sessions.	24 Feb-2 March 2025 and annually thereafter.	CLDO
30	Promote Gaelic learning and cultural opportunities to the CLD workforce	5 opportunities promoted annually Gaelic content offered in each year’s festival.	Share 5 opportunities through newsletters, locality networks and CLD Sways. Deliver Gaelic opportunities through Learn North and the Winter Festivals	Annual target 20252030 October – March each year.	CLDO and partners
31	Seek corporate and external funding to secure a Gaelic speaking CLD worker based on identified need	Corporate and Councillor support need for post. Budget and external monies secured to pilot the post	Full Council Report with evidence from community activity and highlighting the need for a post. External funding applied for.	2030	DCEO

	HR RECRUITMENT: We will	Success Measure	Target	Timescale	Lead
32	Amend the Vacancy monitoring form to ensure recruiting officers consider Gaelic language criteria	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees.	Paperwork amended to reflect Gaelic skills	From January 2025 and ongoing.	HR

Pàipear 4.1 PT1

33	Support and enable opportunities for staff to learn Gaelic and include it in staff and elected member induction.	Induction module developed to introduce the Plan and responsibilities to Gaelic.	Induction input developed.	By August 2025 with reviews annually.	Organisational Development and Gaelic partners
	ENVIRONMENTAL & COMMERCIAL SERVICES: We will:	Success Measure	Target	Timescale	Lead
34	Introduce internal, bilingual welcome signage in our public buildings	Signage in place	Communication Plan created by PR. Welcome signage introduced to all Council receptions.	August 2026	Head of Environmental & Commercial Services
35	Introduce external Gaelic signage as opportunities arise	New Gaelic signage introduced	Gaelic introduced where possible when signs are replaced or introduced in buildings, streets, roads, etc.	2025-2030 (As opportunities present)	Head of Environmental & Commercial Services
36	Moray Growth Deal Cultural Quarter project will follow Moray Council corporate policy regarding the adoption of signage relating to the construction of new facilities.	Signage in place	Signage on Elgin Town Hall and Grant Lodge will be designed and implemented in line with Moray Council policy.	Early, indicative opening dates for the facilities: Elgin Town Hall – 2027 Grant Lodge – 2028	Head of Economic Growth and Development (also the Cultural Quarter Project Senior Responsible Officer)
37	Partnership working will be strengthened between the project and key agencies such as Visit Scotland, Creative Scotland and Historic Environment Scotland (Project Board members)	Partners managing facilities in the Cooper Park area identify opportunities for promoting Gaelic. with these being discussed at the project board	Joint working to drive learning and identify opportunities for inclusion in the Cultural Quarter Action Log.	Throughout the design and construction phase for Elgin Town Hall and Grant Lodge (now to 2028)	Head of Economic Growth and Development (also the Cultural Quarter Project Senior Responsible Officer)

Pàipear 4.1 PT1

38	With the cultural offering associated with the Grant Lodge facility due to be developed, the project team will evaluate and evidence options for the integration of Gaelic in Grant Lodge	Outputs evidenced from planning activity, with Gaelic related events recorded and integrated.	Clarity on the cultural offering associated with Grant Lodge and how Gaelic related activity fits within this.	Prior to the opening of Grant Lodge 2028	Head of Economic Growth and Development (also the Cultural Quarter Project Senior Responsible Officer)
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Coinneamh:	Comataidh Poileasaidh is Ghoireasan
Ceann-là:	28 Gearran 2025
Tìotal:	PGR042 E03 Plana Gàidhlig Leabharlann Nàiseanta na h-Alba
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	4.2
Neach-labhairt:	Jennifer McHarrie / Iain Mac a' Mhaoilein
Pàipearan-taic:	PT1 PGR042 E03 Plana Gàidhlig Leabharlann Nàiseanta na h-Alba

1. Adbhar

1.1. A' sireadh aonta air eagran ùr de phlana Gàidhlig reachdail fo Achd na Gàidhlig (Alba) 2005.

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Geàrr iomradh air adhartas agus geallaidhean ann an eagran a dhà (E02) a chaidh a chur an gnìomh le Leabharlann Nàiseanta na h-Alba.

- Leasaich iad a' chiad taisbeanadh dà-chànanach (Gàidhlig agus Beurla) aig a' bhuidheann.
- Fhuair luchd-obrach cothrom clasaichean Gàidhlig & trèanadh ann am mothachadh Gàidhlig a ghabhail os làimh.
- Rinn iad eadar-theangachadh Gàidhlig den t-seirbheis rannsachaidh aca: 'Lorgaire Leabharlainn'.
- Dh'fhastaich iad dithis inntearnaich Ghàidhlig eadar 2021-2022.
- Rinn iad ùrachadh air na soidhnichean luchd-tadhail agus tha iad dà-chànanach a-nise.
- Dh'ullaich iad goireasan ionnsachaidh ann an co-bhann le Sgoil Chiùil na Gàidhealtachd agus Ceòlas Uibhist a' taisbeanadh mar a tha ceòl Gàidhlig san latha an-diugh a' toirt togail do chluicheadairean òga pàirt a ghabhail ann an saoghal ceòl na Gàidhlig.
- Rinn iad leasachadh air na h-aca air a' ghaileiridh dhidseatach anns a' Ghàidhlig.
- Chaidh Meòrachan Tuigse a chur air dòigh eadar Leabharlann Nàiseanta na h-Alba agus Sabhal Mòr Ostaig.

2.2. Chruthaich Leabharlann Nàiseanta na h-Alba eagran a trì (E03) den phlana Gàidhlig aca stèidhte air na prìomhachasan ro-innleachdail a chaidh aontachadh eadar Leabharlann Nàiseanta na h-Alba agus Bòrd na Gàidhlig agus a chaidh a chur thuca air 29.08.23.

- 2.3.** Rinn Leabharlann Nàiseanta na h-Alba co-chomhairle phoblach eadar 31 Faoilleach 2024 agus 16 Gearran 2024 ag iarraidh bheachdan air dreachd E03 ach cha d'fhuair iad freagairtean sam bith.
- 2.4.** Chaidh measadh a dhèanamh air an dreachd E03 le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air agus dh'iarr iad atharrachaidhean.#
- 2.5.** Nochd Leabharlann Nàiseanta na h-Alba eas-aonta a thaobh cuid de na h-atharrachaidhean a dh'iarr Bòrd na Gàidhlig.
- 2.6.** Às dèidh conaltradh mun eas-aonta, ghabh Leabharlann Nàiseanta na h-Alba ris a' mhòr-chuid de mholaidhean a' Bhùird a' gabhail a-steach:
- Ma thèid ùrachadh a dhèanamh air soidhnichean maireannach san àm ri teachd thèid briathrachas sa Ghàidhlig a chur riutha.
 - Gum bi tuilleadh chothroman airson taisbeanaidhean dà-chànanach a' nochdadh sa phrògram taisbeanaidh ann an 2025-30.
 - Gu bheil iad taiceil do chonaltradh sa Ghàidhlig bhon phoball agus gun tèid brosnachadh for-ghnìomhach a dhèanamh air a chothrom.

3. Moladh

- 3.1.** Aire a thoirt don fhiosrachadh ann am PT1.
- 3.2.** Aonta a chur ris nan dreachd E03 de Phlana Leabharlann Nàiseanta na h-Alba an cois PT1.

4. Prìomh Bhuidhean Ro-innleachdach

- 4.1.** Buidhean air Ionmhas: N/A
- 4.2.** Buidhean air Luchd-obrach: N/A
- 4.3.** Buidhean air Trèanadh: N/A
- 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: N/A
- 4.6.** Buidhean air Slàinte is Sàbhailteachd: N/A
- 4.7.** Buidhean Laghail: N/A
- 4.8.** Buidhean air Co-ionannachd: N/A
- 4.9.** Buidhean air an Àrainneachd: N/A

5. Ceangalaichean ri Frèama-obrach Coileanadh Nàiseanta

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

6. Cùrsa Riaghlachais

6.1. Dh'aontaich an Sgioba Stiùiridh ris am pàipear seo air 18 Gearran 2025.

7. Dearbhadh air Cuairteachadh Sgrìobhainn

7.1. 'S e pàipear fosgailte a tha seo.



NATIONAL LIBRARY OF SCOTLAND

**Gaelic Language
Plan**

2024 - 2029

This edition of the National Library of Scotland's Gaelic Language Plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on XX XXX

Foreword

I am pleased to present the third edition of the Gaelic Language Plan for the National Library of Scotland.

Over the lifetime of our Plan to date (from 2012) we have steadily grown our Gaelic-focussed activity across our collections, services and outreach. Section 1 of this edition of the Plan shows the range and breadth of our current Gaelic work. We are committed to continuing this work through continually adding to our Gaelic collections and making these available to all who would like to use, learn and take inspiration from them.

In an ideal world, we would seek to increase our Gaelic provision in this edition of our Plan, but future budget uncertainties mean that we cannot be as ambitious as we would like to be, across this and other areas of our work. Publicly funded organisations like ours are facing significant funding challenges, and so it is difficult to commit to increasing provision for Gaelic in the short term and across the life of this edition of the Plan, despite our passionate commitment and ambitions in relation to Gaelic language.

We will therefore concentrate on consolidating the progress that we have made over the past 12 years by focussing on growing Gaelic language skills within our workforce. This should help to build a stronger and more integrated internal base through which we can continue to move our Gaelic work forward where we can. Our recently signed Memorandum of Understanding with Sabhal Mòr Ostaig is a major development which will also help to maintain our energy and commitment to Gaelic.

As Scotland's national library, we are pleased and proud to support the work of Bòrd na Gàidhlig and the National Gaelic Language Plan and to demonstrate equal respect for Gaelic language and culture through our collecting and public engagement activities.

Amina Shah

National Librarian and Chief Executive

1. INTRODUCTION

1.1 Description of the National Library of Scotland

The National Library of Scotland is a major European research library and one of the world's leading centres for the study of Scotland and the Scots. The Library's collections are of international importance. Key formats include rare books, manuscripts, maps, photographs, music, moving images and official publications.

The Library holds more than 30 million physical items dating back more than 1,000 years as well as a growing library of digital material. Every week the Library collects around 5,000 new items. Most of these are received under Legal Deposit legislation, which allows the Library to claim a copy of everything published in the UK.

The Library is a Scottish charity and a Non-Departmental Public Body (NDPB) supported through Grant-in-Aid from the Scottish Government and governed by an independent Board of Trustees. There are 12 members plus a Chair on the Library's Board, all appointed by the Scottish Ministers.

The Library operates across six buildings in Edinburgh and Glasgow:

- George IV Bridge Building, Edinburgh (inc general and special collections reading rooms, exhibitions and events spaces, café and shop)
- Causewayside Building, Edinburgh (inc Map Library and collections storage)
- National Library Access Centre, Kelvinhall, Glasgow (inc moving image and sound collections and access to digital collections)
- Lawnmarket Building (inc admin offices)
- Sighthill Building (inc preservation and box making facilities)
- Kirkintilloch (inc moving image collections storage)

Main public access is via the George IV Bridge Building, and the Access Centre at Kelvin Hall. Annual visitors to the Library sites number around 300,000 per year, while an average of 5 million visits are made to the Library's websites per year.

The Library is managed by the National Librarian and Chief Executive, and a wider Library Leadership Team which includes a Chief Operating Officer and four departmental Directors: Collections, Access and Research, Collections Management, Digital and Service Transformation, and Engagement. The Library's staff numbers on average around 325 people, with a wide range of skills, expertise and experience.

1.2 Gaelic within the National Library of Scotland

This is the third edition of the National Library of Scotland's Gaelic Language Plan. Building on the previous two editions, the Library has increased its Gaelic offer across a number of areas and strengthened collaborations with external Gaelic stakeholders. Some of our achievements are listed below:

- Sgeul I Story : Folktales from the Scottish Highlands opened to the public from June 9 2023 – 20 April 2024. Featuring the stories of John Francis Campbell of Islay (1821-1885), it was the Library's first major exhibition in Gaelic and English. We worked with Prof. Hugh Cheape and Dr Domhnall

Uilleam Stewart of Sabhal Mòr Ostaig to develop the Gaelic interpretation. We also worked with the University of Edinburgh's first Gaelic writer in Residence, Martin MacIntyre alongside Gaelic language students and the university's Gaelic Officer to produce video and audio content for the exhibition. We also worked in close collaboration with Capital Gaelic who facilitated the involvement of pupils from Taobh na Pàirce primary school in the video. This is now also available on the Library's YouTube channel.

- Founding member of Capital Gaelic in partnership with Edinburgh City Council in 2021 – the network has since expanded to include ten organisations and works to collaborate to promote and expand Gaelic in Edinburgh through coordinated public engagement activities, including participation in Edinburgh Gaelic Week.
- In 2022, with funding from Bòrd na Gàidhlig, our Moving Image Archive partnered with Museum nan Eilean on the Cinema Sgìre project. Originally a community film project which operated in the Western Isles between 1977 and 1980, the partnership has digitised, preserved and made the collection of films accessible online.
- We have run a number of Gaelic culture and storytelling workshops including four sessions for our Library Socials Programme aimed at people living with dementia. In October 2023 we organised six Gaelic storytelling events at the Scottish International Storytelling Festival in Edinburgh. We also held four Gaelic film-related workshops at our Moving Image Archive in Glasgow.
- In 2020 we hosted a six-month Gaelic Language internship based in the public programmes team. The internship contributed to social media output in Gaelic, promotion for Edinburgh Gaelic Week and two after-school events for James Gillespie's High School students and parents.
- When the Library's Treasures Gallery opened in 2020, Gaelic interpretation panels were included as a permanent feature in the space. A dedicated display case, which holds at least one notable Gaelic item from the Library's collections and is rotated twice a year, is also a permanent feature in the gallery.
- We included Gaelic content in our 2021 annual review and newsletter related to the Gaelic Youth Project Beatagan agus Binneanan (created in 2020 as a GME project linked to our 'Petticoats & Pinnacles' exhibition). In the winter 2023 edition of our magazine, Discover we published a double-page feature in Gaelic by Kirsty MacDonald, our Gaelic Storyteller in residence.
- We received Creative Scotland funding to commission five creative responses (audio/video/art/performance) in Gaelic to our 1980s project 'Back to the Future' which aims to raise awareness of the Library's modern collections through a series of essays focussing on 80s' politics, fashion, technology. These will be added to the project website in 2024.
- An updated Gaelic version of the Library's online search facility giving Gaelic speakers wider access to the Library collections, was launched in September 2021 with funding from Bòrd na Gàidhlig. As well as increasing access to the Library's significant collection of Gaelic material, the service, [Lorgaire Leabharlainn](#), aims to encourage and promote the use of Gaelic. It also supports our National Gaelic Language Plan's goal for Gaelic to be used more widely.
- In 2023, delivery of a programme of secondary school workshops in a mix of Gaelic and English for the Library's Festival of Broadcasting in: Tobermory, Isle of Mull, Castlebay, Barra, Lionacleit, Isle of Benbecula and Tarbet, Isle of Harris.

- We launched a Gaelic Storymaker residency with support from Bòrd na Gàidhlig. The writer and broadcaster Kirsty Macdonald is the current Gaelic Storymaker, taking up her 12-month role in September 2023.
- A Memorandum of Understanding was signed between the Library and Sabhal Mòr Ostaig in May 2024, outlining our shared aspirations and ambitions regarding access to and promotion of Gaelic language and culture national and internationally
- In terms of skills development and awareness raising, our work has taken four main approaches:
 - 1: Gaelic language classes run as “lunch and learn” online events in partnership with Edinburgh Council under the Capital Gaelic banner. 27 Library staff have participated in these sessions.
 - 2: Gaelic Awareness: we ran introductory sessions as part of our learning at work weeks in 2022 and 2023. A total of 17 staff took part in these.
 - 3: Gaelic drop-in sessions: informal opportunities for “lapsed learners” to rediscover a feel for the language, whatever their level, by taking part a sociable group session around a theme with additional vocabulary supplies in advance and supported by a tutor. On average, 4 learners attended each session.
 - 4: Gaelic Reading Club: an opportunity for staff to focus on written Gaelic, whatever their level of fluency, and another chance for lapsed learners to engage with the language. Club members meet to read a short story together and to try speaking or just listen to the reading and conversation. Sessions are led by Ann Paterson of Capital Gaelic and we have 10 learners in the reading club.

1.3 Gaelic in Scotland

There is ongoing interest in learning more about Gaelic language and culture in Scotland, and increasing opportunities for people in Scotland and elsewhere to learn Gaelic, through initiatives such as [Speak Gaelic](#) and Gaelic Duolingo.

Visitors to Scotland are increasingly interested in finding out more about Gaelic language and culture. From 2018 to 2021 there was a 72% increase in the number of users of [visitscotland.com](#) visiting Gaelic related content. A new [Gaelic Tourism Strategy for Scotland](#) was launched in February 2024 at the National Library of Scotland.

The 2022 census results found that 2.5% of people in Scotland had some skills in Gaelic – an increase of 43,100 people since the last census in 2011. Over half (57%) of the people living in Na h-Eileanan, or the Outer Hebrides, had some Gaelic skills.

Gaelic education and learning are central to successful growth of the language. From Gaelic playgroups to post-graduate studies, this sector is at the foundation of efforts to preserve and revitalise the Gaelic language. Education, learning and the development of language skills are therefore key priorities in the National Gaelic Language Plan.

The Library’s Plan, in common with over 60 public bodies and authorities across Scotland, aims to support people in Scotland and across the world to learn more about Gaelic language and culture.

In partnership with colleagues at Ainmean Àite na h-Alba, Bòrd na Gàidhlig has produced a map of Gaelic place-names from across Scotland, highlighting the widespread influence of the language. This can be accessed at: <https://www.ainmean-aite.scot/download/>

1.4 The Gaelic Language (Scotland) Act

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

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

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

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

1.5 The National Gaelic Language Plan

The National Library of Scotland supports the aim of the National Gaelic Language Plan 2018-23. As Scotland's national library, we are pleased and proud to support the work of Bòrd na Gàidhlig and the National Gaelic Language Plan and to help grow interest in Gaelic language and culture through our collecting and public engagement activities.

We are committed to the achieving this aim by focussing our work on the overall aims of the National Gaelic Language Plan:

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

These aims are carried forward into the third edition of our Gaelic Language Plan 2024-2029.

1.6 Internal Gaelic Capacity Audit

The Library carried out its most recent Gaelic Audit in April/May 2022. 64 staff responded out of a total population of 324 – a 20% response rate. A full report on the audit is attached as an appendix.

The audit revealed a marked increase in Gaelic learning activity since our first audit in 2011 and an increase in appetite for Gaelic skills training. Partly this has been driven by Gaelic awareness and language learning sessions offered at the Library, but learning via Duolingo during the pandemic has also been a factor.

The breakdown of learning activity was as follows:

- One respondent described themselves as fluent in Gaelic.
- 11 respondents (17%) described themselves as currently learning Gaelic. Eight using online methods and three using other methods. Six current learners also described themselves as past learners of Gaelic.
- 27 respondents (42%) described themselves as having learned Gaelic in the past but not currently learning.

The declared appetite for learning more (or more about) Gaelic breaks down as follows:

- 18 people (28%) declared themselves to be 'Extremely Interested' in developing Gaelic language skills and another 26 (41%) declared themselves 'Somewhat Interested.' This gives a total of 44 respondents (69%) with a declared interest in Gaelic skill development.
- 23 respondents (36%) answered "yes" to the question: *Would you be interested in attending lunchtime beginners Gaelic classes delivered online for Library staff?* Another 21 (33%) responded "maybe."
- 25 people (40%) declared themselves to be 'Extremely Interested' in finding out more about Gaelic culture and history in English and another 30 (48%) declared themselves 'Somewhat Interested.' This gives a total of 55 staff members with an interest in finding out more about the history and culture of Gaelic.
- 20 respondents (31%) were neutral or not interested in learning Gaelic language and eight (13%) were neutral or not interested at all in learning about Gaelic history and culture.

Although it was clear that there is real demand for more Gaelic, there is some complexity about meeting that demand given both wide variation in level of fluency and, more importantly, logistical difficulties in bringing people together at suitable times, in the right numbers and at the right level to constitute a class. The question of how to re-engage "lapsed learners," the biggest group in the survey, is especially complex given questions of confidence and reluctance to start their learning journey all over again.

The solution to the challenges of meeting the specific needs of learners in a cost effective and sustainable way will lie in greater collaboration and we will continue to explore options through initiatives such as the Capital Gaelic Project.

Outputs from the audit have shaped our response to Gaelic learning initiatives through the latter part of the GLP period and will also influence our work in the next edition.

1.7 Consultation

As part of our preparation for the third edition of our Gaelic Language Plan, we published a draft for public consultation in February 2024. No feedback was received in relation to the draft.

2. KEY PRINCIPLES

2.1 Equal Respect

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

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

2.2 Active Offer

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

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

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

2.3 Mainstreaming

The National Library of Scotland will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan's aims.

3. PLAN COMMITMENTS

3.1 Strategic Priorities

Our Strategic Priorities were agreed with and approved by Bòrd na Gàidhlig on 17 August 2023. They link our actions to the National Gaelic Language Plan as below:

1.Strategic Priority	Further opportunities will be given to Gaelic speakers to undertake work at the Library including foundation and
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	modern apprenticeships, graduate placements, residencies and voluntary roles within the Library
Desired Outcome	A range of Gaelic speakers are offered the chance to work at or with the Library
Current Practice	We offer paid apprenticeships, internships and traineeships when funding allows us to do this. Educational placements and volunteer opportunities as well as foundation apprenticeships are being developed as funding and resources permit.
Actions Required	Continue current practice
Target Date	A minimum of 2 placements or similar by 2029
Responsibility	Organisational Development Partner

2.Strategic Priority	The visibility and use of Gaelic will be increased in: <ul style="list-style-type: none"> • NLS exhibitions and public programmes • NLS items for sale
Desired Outcome	We will embed lessons learned from our 2023 bilingual exhibition in order to provide meaningful engagement opportunities for visitors, including producing Gaelic interpretation elements in other displays where appropriate. We will incorporate Gaelic and Gaelic-related events and activities in the Library's public programme, including participating in Seachdain na Gàidhlig. We will explore opportunities to stock a wider range of Gaelic-related items in the shop for a range of ages.
Current Practice	We collaborate with creative practitioners and partners throughout the year to host Gaelic-related events. We host at least one event during Edinburgh's Seachdain na Gàidhlig. In 2023-24 we are hosting a year-long Gàidhlig Storymaker residency and supporting accompanying public engagement activities. We offer a range of Gaelic-related items for sale including stationery and books for children.
Actions Required	Continue current practice, including exploring opportunities for further Gaelic artistic residencies / collaborations.
Target Date	A minimum of 1 further Gaelic-related residencies by 2029
Responsibility	Public Programmes

3.Strategic Priority	Significantly increase the proportion of Gaelic educational materials across the lifespan of edition three as part of an overall review of the Library's learning programme
Desired Outcome	Development of the Library's online educational materials is on long term hold as part of a wider review of the Library's digital engagement strategy. We will explore opportunities to provide learning materials on other platforms and will continue to promote and expand awareness of our existing resources. We will expand our partnership working with Edinburgh schools and other educational stakeholders through liaison with Comunn na Gàidhlig (CnaG). As part of longer-term planning, we will also consider the provision of Gaelic across early years programmes such as Bookbug.
Current Practice	Ongoing promotion of existing Gaelic educational resources.
Actions Required	Continue current practice. Also provide collections-based learning resources on external digital platforms. Gaelic educational materials will be increased on the Library's

	own digital platforms post Digital Engagement Strategy review.
Target Date	Produce 2 Gaelic collections-based learning resources on external digital platforms or on Library website if appropriate by 2029.
Responsibility	Public Programmes

4.Strategic Priority	More people will get more information about the Library's Gaelic collections online and on site in order to enhance awareness of the Library and Gaelic nationally and internationally.
Desired Outcome	The Library comprehensively collects new publications and websites in Gaelic from Scotland and around the world, and selectively acquires Gaelic manuscripts, archives and moving image and sounds recordings. We will provide services to enable the discovery of and access to these growing Gaelic collections. We will facilitate the publication and promotion of digital collections on Gaelic language, culture and literature and explore opportunities to create further Gaelic content in support of Gaelic-related research and programmes.
Current Practice	Established processes in place around collection development (via Legal Deposit, donation and purchase), collection care, and services to promote and provide online and onsite access to those collections and to other digital Gaelic content.
Actions Required	Continue current practice while aiming to extend Gaelic language information online and onsite where funding and resource allows us to do so.
Target Date	2029
Responsibility	Collections Access and Research/Collections Management/Digital and Service Transformation

5.Strategic Priority	The Library will engage in national and local initiatives such as the National Gaelic Tourism Strategy for Scotland and Capital Gaelic.
Desired Outcome	We will explore ways to engage visibly and meaningfully with relevant national and local Gaelic-related initiatives.
Current Practice	Active membership of Capital Gaelic and regular liaison with Visit Scotland on initiatives and public events to raise the profile of Gaelic.
Actions Required	Continue current practice
Target Date	Yearly throughout edition 3
Responsibility	Public Programmes

6.Strategic Priority	The Library will cooperate with organisations such as National Museums Scotland and the National Galleries of Scotland to raise the profile of Gaelic
Desired Outcome	Increased opportunities for participation in and visibility for Gaelic-related national collections activities through events such as Seachdain na Gaidhlig and the Mod.
Current Practice	Regular meetings and coordination of joint activities through Capital Gaelic, and directly between the Library, NMS and NGS
Actions Required	Continue current practice
Target Date	Yearly throughout edition 3
Responsibility	Public Programmes/Organisational Development Partner

3.2 Corporate Service Aims

3.2.1 STATUS

Desired Outcome	Logo and brand Render the corporate logo and brand 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	The current Library logo, introduced in 2010, is bilingual.
Actions Required	As part of the process to refresh the current logo and brand, we will consider the possibility of increased prominence for Gaelic within the new brand.
Target Date	2025
Responsibility	Media and External Relations

Desired Outcome	Signage Signage will include Gaelic and English as part of any renewal process.
Current Practice	Our current bilingual logo appears on almost all Library signage. Permanent signage wording is currently in English only. Our external GB building banners include Gaelic, Scots and English.
Actions Required	Wording in Gaelic will be added for any update to our permanent signage in the future.
Target Date	2027
Responsibility	Media and External Relations

3.2.2 COMMUNICATING WITH THE PUBLIC

Desired Outcome	Promotion Positive messages that communication from the public in Gaelic is always welcome are regularly repeated.
Current Practice	Communication from the public in Gaelic is supported and actively promoted. Responses in Gaelic are selective, requiring external support to deliver.
Actions Required	Continue current practice
Target Date	Yearly throughout edition 3
Responsibility	Media and External Relations

Desired Outcome	Written Communication Written Communication in Gaelic is always accepted (by post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Current Practice	Receipt of written communications in Gaelic is supported and actively promoted. Responses in Gaelic are selective, requiring external support to deliver.
Actions Required	Continue current practice
Target Date	Yearly throughout edition 3
Responsibility	Media and External Relations

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 not staff available to deliver this, capacity will be built through training and recruitment.
Current Practice	We have one fluent Gaelic speaker on staff able to provide this service reactively. Current Gaelic skills training for Visitor Services staff is available but optional.
Actions Required	We will run mandatory training courses for Visitor Services staff to ensure they are all equipped with, and comfortable to use, a series of Gaelic greetings, phrases and expressions when dealing with the public. Once trained, staff will be encouraged to wear badges which invite members of the public to speak to them in Gaelic.
Target Date	3 courses by April 2025; a further 3 courses by April 2026; then 2 per year for the duration of the Plan.
Responsibility	Organisational Development Partner/Visitor Services Manager

Desired Outcome	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. In those geographical locations in which the percentages or numbers of Gaelic speakers is greater, working towards this will be expected as standard.
Current Practice	The Library does not regularly hold public meetings, but when and if we do so the format of the meeting is planned to ensure the best outcome for the primary audience.
Actions Required	Continue current practice
Target Date	As required throughout edition 3
Responsibility	Media and External Relations

3.2.3 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	News releases in both Gaelic and English are produced for all Gaelic related collections, exhibitions or other stories, and are stored long term in the Library's online Media Centre.
Actions Required	News releases linked to major announcements will be issued in Gaelic and English.
Target Date	A minimum of 3 news releases will be issued in Gaelic and English annually to 2029.
Responsibility	Media and External Relations

Desired Outcome	Social media
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	Gaelic content distributed regularly through social media, working towards fully bilingual social media.
Current Practice	Regular posts via our social media channels for all Gaelic related promotions, exhibitions and collections.
Actions Required	Deliver Gaelic content via social media in line with high profile news releases.
Target Date	A minimum of 3 social media posts/campaigns in support of Gaelic news releases annually to 2029.
Responsibility	Media and External Relations

Desired Outcome	Website Gaelic content should be available on the Library's website in relation to specific Gaelic collections, activities and stories.
Current Practice	All Gaelic related content on our website is produced in English and Gaelic eg Gaelic online search facility, Gaelic related learning resources and exhibitions.
Actions Required	Continue current practice.
Target Date	Yearly throughout edition 3
Responsibility	Public Programmes and Digital Engagement

Desired Outcome	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach and impact.
Current Practice	All Gaelic-related content within our corporate publications are produced in Gaelic and English.
Actions Required	Produce Library Strategy 2025-30 in Gaelic and English and, when a general leaflet (or similar publication) about the Library is produced, it will also be published in English and in Gaelic.
Target Date	Gaelic Library Strategy by end of 2025; produce Gaelic Library leaflet or similar by 2029
Responsibility	Media and External Relations

Desired Outcome	Language A process is in place to ensure that quality and accessibility of Gaelic language in all corporate information is high.
Current Practice	Gaelic language content in all corporate information is produced by verified external Gaelic language specialists.
Actions Required	Continue current practice.
Target Date	Yearly throughout edition 3
Responsibility	Media and External Relations

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	The Library's first bilingual Gaelic/English Sgeul/Story exhibition was produced in summer 2023, running until April 2024. Gaelic and

	English has equal prominence in exhibition texts and promotional material.
Actions Required	Further opportunities for Gaelic bilingual exhibitions will be included in the exhibition programme in 2025-30 with lessons learned from the 2023 Sgeul exhibition.
Target Date	Yearly throughout edition 3
Responsibility	Public Programmes

Desired Outcome	Research The Library will support research which explores Gaelic language and cultural influence and representation in our collections.
Current Practice	Some research undertaken by curatorial staff, through Library-supported research and by independent researchers using Library collections and facilities.
Actions Required	Research to be undertaken, supervised and supported in collaboration with universities and IRO. Resulting research to be promoted. Explore opportunities for collaborative research via Sabhal Mòr Ostaig partnership.
Target Date	Yearly throughout edition 3.
Responsibility	Collections Access and Research

3.2.4 STAFF

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	Repeat our survey of staff engagement with Gaelic on a five-yearly basis
Actions Required	Repeat the survey again in 2027
Target Date	2027
Responsibility	Organisational Development Partner

Desired Outcome	Induction Knowledge of the Library's Gaelic Language Plan and training opportunities are embedded in new staff inductions
Current Practice	Instruction to alert new members of staff to the GLP is included in the Library/s checklist for all managers of new staff to complete. Training opportunities published on staff intranet on regular basis. Gaelic awareness and language skills training is currently available to new starts on an optional basis.
Actions Required	Amend the Induction Policy to make it a mandatory requirement for all new staff to attend a Gaelic Awareness training session within their first year at the Library.
Target Date	Policy adapted and first sessions run before April 2025. New staff required to attend awareness training sessions from April 2025
Responsibility	Organisational Development Partner

Desired Outcome	Language training Gaelic language skills training and development delivered to staff particularly in relation to implementing the Library's Gaelic
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	Language Plan
Current Practice	Staff have regular opportunities to develop and enhance Gaelic skills and to understand the modern context for Gaelic.
Actions Required	Make provision more systematic and enable better development planning by committing to running two beginners, one post-beginners and one intermediate, language skills courses per year.
Target Date	2 beginners' courses run before December 2025. 1 post-beginners and 1 intermediate course to run before August 2024 and thereafter on an annual basis for the duration of the Plan.
Responsibility	Organisational Development Partner

Desired Outcome	Using Gaelic Staff are encouraged to use Gaelic in their work.
Current Practice	Through Capital Gaelic classes and events, staff have opportunities to use and hear Gaelic more often in the workplace, increasing confidence and normalising use of the language.
Actions Required	1. Encourage staff who do not work in Visitor Services to take part in the Gaelic Greeting classes (3.22 above) and also wear badges to signify their readiness to use Gaelic. 2. Continue running the Gaelic Reading Group to encourage staff to use the Gaelic skills they have together. 3. Introduce 'Gaelic Drop In' sessions – informal conversation sessions around a given Gaelic heritage topic. Wherever possible we will include an online connection to a fluent Gaelic speaker working in the heritage field.
Target Date	1. 3 Gaelic Greeting courses by April 2025, another 3 by April 2026 and annually thereafter as required. 2. 3 sessions of the Gaelic Reading Group before April 2025 and another 3 before April 2026 and annually thereafter; continue with 3 per year for the duration of the Plan. 3. 3 'Gaelic Drop Ins' to run per year, beginning in November 2024.
Responsibility	Organisational Development Partner

Desired Outcome	Awareness training Gaelic awareness training delivered with priority given to senior staff, other key decision makers and staff dealing directly with the public
Current Practice	Gaelic awareness training is offered to staff on a regular basis.
Actions Required	1: We will offer the Library Leadership Team a high-level seminar on the current position and future prospects of Gaelic including political, social, cultural and policy dimensions. 2: We will run two Gaelic awareness sessions per year. 3: We will develop a specific training course dedicated to awareness of Gaelic in a cultural heritage context.
Target Date	1: Develop and run seminar by April 2025 2: two sessions before April 2025 and two annually thereafter for the duration of the Plan 3: Develop and pilot the course by April 2027. Run the course before April 2028; review and run again by April 2029.
Responsibility	OD Partner

Desired Outcome	Recruitment Gaelic language skills are recognised and respected within the recruitment process.
Current Practice	Adverts for Gaelic related jobs are always bilingual: experts in the language are brought in to test the quality of applicant's Gaelic and feedback is given on Gaelic skills tests.
Actions Required	Continue current practice and include in planned revised Recruitment Policy.
Target Date	2025
Responsibility	Head of HR

Desired Outcome	Recruitment Gaelic named as essential and/or desirable skills in job descriptions in order to deliver the Gaelic Language Plan and in accordance with the Bord na Gaidhlig recruitment advice.
Current Practice	Gaelic is listed as a requirement in all Gaelic-related jobs.
Actions Required	Add to the recruitment section on the Library website and to the application portal the statement: "In order to expand the Gaelic language skills in the Library, we actively welcome applications from Gaelic speakers". Ensure that the revised Recruitment Policy includes a commitment that Gaelic will be listed as a requirement for Gaelic jobs in the Library. Continue work begun via NLHF-funded project to address lack of diversity in our workforce, including Gaelic language skills.
Target Date	Revision of Recruitment Policy complete in 2024; ongoing recruitment work to address diversity yearly throughout edition 3.
Responsibility	Head of HR

Desired Outcome	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current Practice	All Gaelic related jobs are advertised bilingually.
Actions Required	Continue current practice.
Target Date	Yearly throughout edition 3
Responsibility	Head of HR

3.3.5 Language Corpus

Desired Outcome	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the Library.
Current Practice	Resource is available to colleagues to consult when relevant.
Actions Required	Continue current practice
Target Date	Yearly throughout edition 3
Responsibility	Collections Access and Research

Desired Outcome	Place names Gaelic place name advice from Ainmean-Aite na h-Alba is sought and used.
Current Practice	Resource is available to colleagues to consult when relevant.

Actions Required	Continue current practice
Target Date	Yearly throughout edition 3
Responsibility	Collections Access and Research

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The actions outlined in the above sections of the Plan are listed in response to Bòrd na Gaidhlig's High Level Aims and illustrate how we intend to support the priorities of the National Gaelic Language Plan.

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Our links to other national collections such as the National Galleries of Scotland and National Museums Scotland are key to much of our Gaelic work, as is our involvement with Edinburgh's Capital Gaelic project.

6. PUBLICATION

The Plan will be made available to all staff via our staff intranet.

The Plan will be published in Gaelic and English on our website. We will issue a bilingual press release announcing the plan and further publicise it via our social media channels.

7. RESOURCING THE PLAN

Any costs associated with the actions in the Plan will be resourced via the operating budgets of the relevant team or department.

8. MONITORING THE PLAN

The Library is committed to producing an Annual Monitoring Report to be provided to Bòrd na Gaidhlig for review.

9. THE GAELIC LANGUAGE PLAN IN THE NATIONAL LIBRARY OF SCOTLAND

9.1 Overall Responsibility for the Plan

The National Librarian and Chief Executive of the National Library of Scotland for the preparation, delivery and monitoring of our Gaelic Language Plan. Their contact details are as follows:

National Librarian and Chief Executive

National Library of Scotland

George IV Bridge

Edinburgh

EH1 1EW

9.2 DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

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The Director of Engagement has day-to-day responsibility for the monitoring of our Gaelic Language Plan. Their contact details are as follows:

Director of Engagement

National Library of Scotland

George IV Bridge

Edinburgh

EH1 1EW

9.3 GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

The Gaelic Community of Interest Group is comprised of staff with responsibility for developing, implementing and monitoring different aspects of the Plan. The Group reports to the Director of Engagement who has responsibility for production of the monitoring reports.

9.4 ENGAGING WITH STAFF

Much of the engagement will take place via the Gaelic Community of Interest Group. Wider information on aspects of the Plan's activities will be communicated via the staff intranet and all staff meetings.

9.5 ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

It is unlikely that third party groups will be involved in delivering any of the commitments set out this Plan: all activity will be carried out by Library staff.

Appendix 1: Internal Gaelic Capacity Audit

Report: Gaelic Capacity Audit 2022

Executive Summary

64 staff took part in the Gaelic language survey in April-May 2022. Responses indicate an increased demand for Gaelic language classes as well as some desire for the Library to commit more resources to the language.

The demand for classes is complicated by differing levels of current ability and options/preferences for taking part in different learning approaches. This variety may make it difficult for the Library to meet all needs in a cost-effective manner. It is very unlikely that any staff member could reach a required level of fluency through attending classes at work.

There is an opportunity to review our general approach to Gaelic learning and to consider whether collaborating with other national collecting bodies might offer a better approach for skills development as well as a platform for engaging with Gaelic-related audiences.

1.0 Introduction

The Library's [Gaelic Language Plan 2019-24](#), among other goals, sets out our intention to enhance awareness of Gaelic among Library staff and to encourage and support those who want to learn the language (Action 18).

In 2021 the Library partnered with Edinburgh City Council in the "Capital Gaelic" initiative to promote and support Gaelic in Edinburgh. This has given us access to a shared Gaelic project manager and additional resources for Gaelic learning. The first set of beginners' conversation classes as part of Capital Gaelic, delivered online, started in April 2022 with nine learners. One of the group members is already fluent in Gaelic but wanted to take part in order to maintain their practice.

As part of the Capital Gaelic project, we undertook to survey Library staff on their abilities in, and attitudes towards, Gaelic language and culture.

The survey was carried out in April 2022. Our last survey on Gaelic use and learning among Library staff was conducted in 2011, in preparation for our first Gaelic Language Plan (GLP).

The 2011 survey indicated that:

- Customer demand for Gaelic services at the Library mainly relates to items with Gaelic language or context contained within the collections and their interpretation, rather than communication between staff and the public.
- Of the 169 respondents, 11% (18 staff) indicated some ability to understand, speak, read or write Gaelic.
- One respondent was a fluent Gaelic speaker for whom Gaelic was a requirement for all aspects of day-to-day work.
- Nine respondents stated they would like some sort of Gaelic language instruction made available at work.

Much has changed since 2011. The Library has run many Gaelic Awareness Training sessions and a few conversation classes; we have supported individuals in off-site Gaelic learning; we took part in a collaborative project with National Galleries, and National Museums, of Scotland; and we have hosted various fixed term Gaelic posts including a Gaelic Wikimedian; a Gaelic Digital Assistant and two Gaelic interns.

Our 2022 survey is intended to provide a benchmark for the current level of Gaelic learning interest in the Library and an indication of where and how we should develop that.

2.0 Representativeness

64 staff took part in the 2022 survey, 20% of the total staff population and 41% of staff who visited the survey announcement page. 158 staff visited the survey page – 48% of the total population.

The findings should not therefore be considered representative of the whole staff population. The survey responses reflect the thoughts and feelings of staff who are already interested in Gaelic and who tend to follow news stories on BISCUIT.

This is a self-selecting sample and a high degree of existing interest in Gaelic at the National Library – or at a personal level - is shown in the results.

However, 64 people is a respectable number and there are valuable insights into how the Library might encourage and sustain Gaelic participation and skills development in the future.

3.0 Findings

NB percentages are based on the total number of respondents (64) not the total staff population (324).

3.1 Awareness of Gaelic Language Plans

54 respondents (84%) had some level of awareness that the Scottish Government has a plan for Gaelic with a similar number (53 respondents) stating they had some level of awareness of the National Library's Gaelic Language Plan.

3.2 Level of Skill in Gaelic

3.2.1 Fluent Speakers: one respondent described themselves as fluent in Gaelic. This is not necessarily the same individual who featured in the 2011 survey.

3.2.2 Current Learners: 11 respondents (17%) described themselves as currently learning Gaelic. Eight using online methods and three using other methods. Six current learners also described themselves as past learners of Gaelic.

3.2.3 Past Learners: 27 respondents (42%) described themselves as having learned Gaelic in the past.

Reasons given for no longer learning Gaelic include:

Availability of classes/learning and practice opportunities

- “It was a short introductory session. I found it extremely difficult and without needing to use the language again I quickly forgot what I had learned”
- “Classes were for limited time only”
- “I did a one-time Gaelic Awareness course through the Library, however it wasn't offered again or at a more advanced level for those who did the first session”
- “Taught classes came to an end, and I found it difficult to find a group/community to practice with, so now only learn using books/radio/tv/Duolingo as and when I can”
- “Did an introductory course through the library a few years ago but didn't follow this up”

Time constraints and changing priorities

- “Available time to practice”

- “I didn't mean to stop really, just became one of those things I'd get back to after doing a 10 week beginner course in 2018. I really do want to get back into it though!”
- place “Learned a little via the Duolingo app while working from home during the pandemic, but fell out of the habit once the return to working on site full time happened”
- “was attending evening classes, before children came along”

Difficulty of the language and lack of the right learning support

- “I was using Duolingo but found it too repetitive”
- “Was using Duolingo and switched to learning another language”
- “It was too difficult”

4.0 Interest in developing Gaelic abilities and knowledge

4.1 Interest in Language Skills

18 people (28%) declared themselves to be ‘Extremely Interested’ in developing Gaelic language skills and another 26 (41%) declared themselves ‘Somewhat Interested.’ This gives a total of 44 respondents (69%) with a declared interest in Gaelic skill development.

23 respondents (36%) answered “yes” to the question: *Would you be interested in attending lunchtime beginners Gaelic classes delivered online for Library staff?* Another 21 (33%) responded “maybe.”

4.2 Interest in learning about Gaelic culture and history (in English)

25 people (40%) declared themselves to be ‘Extremely Interested’ in learning more about Gaelic culture and history and another 30 (48%) declared themselves ‘Somewhat Interested.’ This gives a total of 55 staff members with an interest in finding out more about the history and culture of Gaelic.

4.3 Neutral about or no Interest in learning Gaelic

20 respondents (31%) were neutral or not interested in learning Gaelic language and eight (13%) were neutral or not interested at all in learning about Gaelic history and culture.

- “Gaelic language is not relevant to my life, nor is it the historic language of the part of Scotland I am from”
- “It would be more accurate to say that I don't have time at the moment to engage more with learning Gaelic language or history, rather than that I'm not interested. I do have some interest in it and I enjoyed the brief Gaelic language workshop I attended previously”
- “I think there is a lot of scope to develop our Gaelic language collections, we don't receive a huge amount of new material and there must be a lot of publishing in this area outside of the mainstream. More focussed outreach should be undertaken to make deeper connections with the wider Gaelic community in Scotland (and of course with all the non-English language speaking communities in the country). It should also be acknowledged that Gaelic was not spoken across the whole of the Country, even in the middle/medieval period and the same attention should be paid to Scots language which has a much further reach in the past and present”

4.4 Options for Developing Gaelic

Respondents were presented with a range of options for supporting Gaelic learning and asked to indicate their interest in taking part. Respondents were able to choose as many as were of interest. The following table places these options in order of popularity.

Option	Number	%
Gaelic conversation class onsite (face to face)	29	45
Gaelic music events	25	39
Not interested at all	18	28
Gaelic reading group	17	27
Refresher sessions for former learners	16	25

Gaelic social events	10	16
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4.5 Comments on Gaelic and the National Library of Scotland

Respondents were given the opportunity to contribute free text comments on the broad theme of Gaelic and the Library. 23 respondents (36%) chose to leave comments. These were coded and sorted around themes which emerged from reading the comments. Comment frequency is presented in the summary table below.

Summary of Comments		
<i>Code and Description</i>	<i>Total</i>	<i>%</i>
CEN: Gaelic is central to our work at the Library	9	32
ORG: the Library should make a greater organisational commitment to Gaelic given our national role	8	29
LEA: matters related to the individual's personal learning experiences and preferences around Gaelic	5	18
T&M: Time and motivation as significant factors affecting people's participation in Gaelic learning	3	11
IRR: Gaelic is perceived to be less relevant to current priorities by the individual.	2	7
CON: the context for Gaelic in the 21 st Century	1	4

Samples of comments for each category are given below.

CEN: Gaelic is central to our work at the Library

- I feel that reading skills might be most useful in my current role - for better or worse, I suspect I'm more likely to encounter a Gaelic book than a Gaelic speaker.
- As the National Library I think it's integral to our existence to have Gaelic language knowledge and fluency amongst the workforce. Otherwise it's just another underrepresented characteristic in our staffing.
- The Library needs people with a certain knowledge of Gaelic language/culture in order to do basic acquisition/cataloguing/enquiries work, as well as some people with more in-depth knowledge. We do need to collaborate with others but this is Scotland's national library and Gaelic is one of Scotland's indigenous languages so we should have some of that knowledge and capacity in the right places within the organisation.

ORG: the Library should make a greater organisational commitment to Gaelic given our national role

- Gaelic fixed-term projects seem to bring in native speakers who can help us with particular areas of concern, but after 6-12 months these individuals then leave us, and it feels like the 'Gaelic' part of the library is something which can be picked up as and when suits, rather than being an integral part of the focus of the organisation.
- I think, as a national institution for Scotland, that we need Gaelic represented by a native speaker or at least someone who reads the language dedicated to the Gaelic collection; we 'get by' but there is always a sense that whenever anything comes up we are rushing around looking for the Gael to answer a question - and we resort to temps or people whose job is something else but they speak Gaelic - and I think most of them have now left!
- Please can we hire at least one fluent Gaelic speaker (permanently). It would make our lives so much easier at media and marketing.
- Love that Library Search now has a Gaelic interface - it feels like Gaelic is more integrated than just a token response to policy

LEA: matters related to the individual's personal learning experiences and preferences around Gaelic

- I was always interested in learning Gaelic but never really did anything about it, my Gaelic introduction class when I started at the Library really brought it to the fore, but I am struggling to learn from Duolingo.
- This [class] sounds like a nice idea but I would not be able to participate in lunchtime online sessions due to working onsite full time and working in an open plan office. Hopefully there were others who can use this though!
- Really pleased that classes are being offered again. A conversation class would be ideal to increase fluency and get used to speaking Gaelic again.
- I would eventually like to take part in a conversation class but have a lot of opportunity to use Gaelic with family and friends if I could find a way of learning.

T&M: Time and motivation as significant factors affecting people's participation in Gaelic learning

- I would not like it to seem like I have an issue against Gaelic but I am currently studying for a Geography degree on the Open Uni and really do not think I would have the time.
- It would be more accurate to say that I don't have time at the moment to engage more with learning Gaelic language or history, rather than that I'm not interested. I do have some interest in it and I enjoyed the brief Gaelic language workshop I attended previously.
- I'd like to at least attempt learning Gaelic, but personally it's difficult to find time and motivation for another activity, especially one that requires as much attention and effort as language learning. Generally, I think the Library should do more to promote the research and use of Gaelic language.

IRR: Gaelic is perceived to be less relevant to current priorities by the individual.

- Gaelic language is not relevant to my life, nor is it the historic language of the part of Scotland I am from.

CON: the context for Gaelic in the 21st Century

- I have had a conversation with Ann Paterson about a session that I would find useful, and perhaps others would too. It would be to help understand the different organisations in the Gaelic Culture/Heritage/Libraries/Local Authorities world, who they are, what they do, where they are based, how to pronounce their names. I would find this very helpful, and Ann said she'd be happy to run such a session.
- Time and facility to learn about Gaelic's modern context as well as its history would probably also be helpful.

5.0 Discussion

Background changes since 2011

Many of the comments made in the survey reflect back on classes which the Library has run in the past – whether Gaelic Awareness or Gaelic Conversation – and which have stimulated an interest in Gaelic. There is a considerable difference between levels of interest in learning the language between 2011 (9 people) and 2022 (18 extremely, 26 somewhat interested people) which may be attributed, at least in part, to the work which has been done in the previous ten years.

The collaborative project between the Library, NMS and NGS in 2013-14 was especially influential by introducing Gaelic Awareness Training as an easy introduction to speaking the language while also changing attitudes to the culture and history of the Gael. The same project, drawing from three institutions, was able to provide a critical mass of learners, allowing classes to run at an intermediate as well as a beginner's level. Mini-conferences on Gaelic in cultural heritage also helped engage our staff with Gaelic communities and creatives offering a very contemporary insight into the language question.

The challenge for the Library (and other partners) was how to maintain momentum after the project came to a close and the number of learners made classes less cost-effective.

The pandemic has also stimulated interest in learning Gaelic via Duolingo. Having access to an easy-to-use App while people may have had fewer demands on their time, and fewer opportunities for spending their leisure, allowed many to re-awaken an interest in Gaelic. However, as some respondents point out, learning online can be quite isolating and repetitive without the variety that comes from human interaction.

The current demand for Gaelic learning at the Library

Understanding the real demand for Gaelic learning is an essential first step in planning the supply side. While the numbers expressing an interest are very healthy indeed, it is clear that this group

includes a wide range of abilities (beginner, intermediate, advanced); preferences (reading, conversation, online learning); and opportunities or barriers to participation (workplace demands, childcare, screentime limits, other learning commitments). Finding the right focus and format for classes will make a significant difference to the viability and sustainability of learning provision. The language presents difficulties to learners in an Anglophone context and needs a commitment of significant time and effort over an extended period to see real progress. It can also be hard to maintain motivation when opportunities to use the language and get positive feedback may be few and far between.

Creating social opportunities to sustain the learning process over time may be just as important as providing access to appropriate classes.

Options for meeting the demand

We can consider a “Gaelic skills pipeline” when thinking of the options for providing and enhancing staff capabilities. A simplistic version of this metaphor suggests that people enter via Gaelic awareness and pick up a few phrases while having their curiosity piqued and confidence built. They then join a beginners class and work through to advanced, gaining in confidence and ability all the time until they become fluent.

In reality, this “pipeline” is leaky and full of obstructions. As people encounter barriers or find their time is under pressure from other priorities they drop out of the pipeline. As circumstances change they find it difficult to re-join the pipeline at a point that makes sense to them. They may be faced with an all-or-nothing decision to re-join at the lowest, beginners’, level or to give up entirely. They may then feel the time they invested previously has been wasted.

The main challenge in maintaining a momentum for Gaelic in the Library may be how to minimise wastage among learners by helping them manage the barriers and providing alternatives to dropping out when carrying on is not feasible.

It may be helpful to change the metaphor. If we see the learner as a person on a journey through a landscape (rather than an industrial commodity in a pipeline) we can perhaps more see the alternatives available.

The learning journey is long and sometimes quite arduous. Travellers get tired, or distracted, or lose their way. What do they need to get back onto the path? Places to stop and rest without leaving the path, companions who have been on the same journey, opportunities to talk about the destination even while taking time out to rest.

In practice, this could mean social activities where Gaelic is, but doesn’t have to be, spoken; a chance for learners to see and hear the language being enjoyed; opportunities to review and refresh past learning so that the learner still feels like a member of the community of travellers even if they can’t make more progress at that point in time.

We can consider the available learning routes as an ecosystem that learners pass through taking from each part of the system according to their needs – sometimes Duolingo, sometimes e-learning; sometimes classes or reading – but always feeling like they are part of the whole. A social model of language learning.

Building and maintaining momentum

Establishing and sustaining a multi-level framework of classes that can fulfil a social function (encouraging and rewarding participation) as well as a learning role will require a critical mass of learners to be cost-effective. It is unlikely that these can all come from the Library but our experience of collaborative work on Gaelic suggests multi-organisation options might be feasible. For in-person classes travel time must also be taken into account.

Tutor-led online courses can help by removing the need to travel, though at some cost in terms of engagement (especially if total screentime is an issue for learners). Lunchtime classes may be a particular issue if learners are thereby missing the chance to take a break from screens.

The status and profile of Gaelic in the Library

Many respondents highlight the role of the Library as a guardian of Gaelic language and culture (Scots too) and the importance of being able to discharge this responsibility well. Respondents identify with that role and this is a source of their motivation in learning Gaelic.

Respondents also question whether enough resources and priority are given to Gaelic in the Library, with several looking for a permanent role to be held by a fluent Gaelic speaker. This concern is underpinned by a perception of reputational risk if the Library is unable to communicate effectively about its Gaelic collections or makes embarrassing errors in that communication.

There is also a question about how much resource and focus the Library can, or should, devote to developing staff capabilities through training courses. Realistically, staff are unlikely to ever reach the level of fluency necessary for corporate communication through courses attended at work, and relying

on people with a partial facility with Gaelic is especially risky. And, as one respondent noted, reading Gaelic is more likely to be useful in the Library than speaking Gaelic.

We should therefore clarify what our goals are in terms of our allocation of resource to Gaelic learning – is this an essentially symbolic activity; a matter of Gaelic Language Plan compliance; or an investment in the language despite the lack of a full return for the organisation?

Collaborative working and Gaelic

Allocation of time and budget to Gaelic may always be problematic for the Library while we have so many competing demands on our resources. Courses and events will always be difficult to make cost-effective when working with a small sub-set of our staff population.

Working with other organisations, on a long-term basis, could help resolve many of these issues. A larger pool of learners makes courses more viable without adding to fixed costs such as trainer payments.

Alignment of GLPs across organisations with common processes and procedures and a shared understanding of realistic learning outcomes could help deliver achievable goals at reduced cost. A cultural heritage network could have additional benefits in developing a shared knowledge base of Gaelic culture and history, as well as language, among an anglophone professional population.

Obviously collaborative working comes with its own, administrative, costs and there are likely to be differing views on how much emphasis should be given to Gaelic, even among national institutions. However, the requirements of the Gaelic Language Act mean that an effective, sustainable approach to Gaelic should be on every national collecting body's agenda.

There is scope for a wide range of collaborative options of differing levels of formality. These could range from making spare training places available to each other's learners to joint commissioning of learning activities and resources; from a joint GLP (Bòrd na Gàidhlig permitting) or even a partnership-based Gaelic Development Office for National Collecting Bodies.

The availability of additional funding from Bòrd na Gàidhlig for larger scale collaborative projects, such as Capital Gaelic, should also be a factor in considering options.

6.0 Conclusion

The scale of interest in learning Gaelic, as revealed by the survey, is greater than expected and shows a marked increase on the survey of 2011.

However, the demand for Gaelic learning is complex and varied with multiple levels of existing skills and different learning preferences. There are also a considerable number of former learners who are still interested in Gaelic classes.

Given this complexity, the Library will struggle to meet all the levels of demand in a cost-effective manner given the small numbers for each level and questions of availability and other barriers to participation. Increasing learner numbers would make provision more cost-effective and sustainable.

A new approach to Gaelic learning may be appropriate. This could include:

- A clear statement of our rationale for Gaelic learning and our objectives in committing to it.
- A framework of classes and online learning augmented by events and cultural heritage specific content developed in collaboration and shared with other organisations.
- A unified audience of learners drawn from a network of cultural heritage organisations who are able to meet in person and/or virtually on a regular basis.

There may be advantages in considering a wider collaboration or partnership to reduce costs and maximise opportunities for national collecting bodies working with Gaelic collections and audiences.

Coinneamh:	Comataidh Poileasaidh is Ghoireasan
Ceann-là:	28 Gearran 2025
Tìotal:	PGR063 E03 Plana Gàidhlig Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	4.3
Neach-labhairt:	Jennifer McHarrie / Iain Mac a' Mhaoilein
Pàipearan-taic:	PT1 E03 Plana Gàidhlig Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean

1. Adhbhar

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

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Geàrr iomradh air adhartas agus geallaidhean ann an eagraan a dhà (E02) a chaidh a chur an gnìomh le Ùghdarras Pàirc Nàiseanta Loch Laomainn is nan Tròisichean (ÙPNLLT):

- Chuir ÙPNLLT trèanadh ann an sgìlean Gàidhlig air dòigh airson 119 luchd-obrach – 19 saor-thoilich; 14 coimheadaiche pàirce (làn-ùine); 20 coimheadaiche pàirce ràitheil; 62 luchd-obrach stèidhte sa phrìomh oifis; 4 buill a' Bhùird.
- Bha Ùghdarras na Pàirce an sàs ann am pròiseact nan sgeul Gàidhlig air Slighe Taobh an Iar na Gàidhealtachd a chaidh a chleachdadh mar rannsachadh-cùise ann an Ro-innleachd Turasachd na Gàidhlig do dh'Alba 2024-2029.
- Mar thoradh air iomairt ùr an Ùghdarras a chur fàilte air tagraichean aig a bheil Gàidhlig, chaidh duine aig a bheil Gàidhlig agus duine eile a tha ag ionnsachadh fhastadh air a' Chomataidh Òigridh a tha a' toirt taic do leasachadh phoileasaidhean ùra airson na Pàirc Nàiseanta.
- Sgaoil ÙPNLLT 14 teachdaireachdan air na meadhanan sòisealta sa Ghàidhlig.

2.2. Chuir Bòrd na Gàidhlig amasan àrd-ìre, a chaidh aontachadh leis a' Bhòrd agus ÙPNLLT, gu Ùghdarras na Pàirce air 05.09.22.

2.3. Chuir ÙPNLLT dreachd E03 gu BnG air 04.07.24.

2.4. Chaidh measadh a dhèanamh air an dreachd E03 le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air agus dh'iarr iad atharrachaidhean.

2.5. Chuir ÙPNLLT dreachd ùr de E03 gu BnG air 20.12.24 leis a' mhòr-chuid de na h-atharrachaidhean a dh'iarr Bòrd na Gàidhlig air an gabhail a-steach ann.

2.6. Às dèidh conaltradh mu na puingeann mu dheireadh, chuir ÙPNLLT dreachd ùr gu BnG leis na puingeann uile air an rèiteachadh.

3. Moladh

- 3.1.** Aire a thoirt don fhiosrachadh ann am PT1.
- 3.2.** Aonta a chur ri dreachd E03 de phlana Ùghdarrais Pàirc Nàiseanta Loch Laomainn is nan Tròisichean an cois PT1.

4. Prìomh Bhuidhean Ro-innleachdach

- 4.1.** Buidhean air Ionmhas: Mar a chaidh a mhìneachadh gu h-àrd
- 4.2.** Buidhean air Luchd-obrach: N/A
- 4.3.** Buidhean air Trèanadh: N/A
- 4.4.** Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha am pàipear seo a' cumail taic ris a' Chomataidh ann a bhith a' coileanadh amasan na bliadhna.
- 4.5.** Buidhean air Cliù: Tha e cudromach gun lean BnG air a' sealltainn gu bheil e a' riaghladh a chuid ionmhais gu h-èifeachdach
- 4.6.** Buidhean air Slàinte is Sàbhailteachd: N/A
- 4.7.** Buidhean Laghail: N/A
- 4.8.** Buidhean air Co-ionannachd: N/A
- 4.9.** Buidhean air an Àrainneachd: N/A

5. ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

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

6. Cùrsa Riaghlachais

- 6.1.** Thug an Sgioba-stiùiridh fa-near don aithisg seo air 23 Faoilleach 2025.

7. Dearbhadh air Cuairteachadh Sgrìobhainn

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

Loch Lomond & The Trossachs National Park Authority



Gaelic Language Plan

2025 – 2030

This edition of the Loch Lomond & Trossachs National Park Authority Gaelic language plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [approval date]"

Foreword

I am proud to present this third edition of our Gaelic Language Plan (2025-2030). This is a pivotal moment for the National Park, with a new National Park Partnership Plan that sets out a vision for the National Park as a 'thriving place that is nature positive and carbon negative'. Promoting and using Gaelic will help us deliver on that vision.

This latest edition of our Gaelic Language Plan reflects our continued dedication to nurturing and respecting the Gaelic language, an integral part of Scotland's cultural heritage, with special significance for the National Park. It builds on our previous iterations, further embedding Gaelic into the fabric of the National Park, and outlines key actions to enhance Gaelic usage and visibility, including:

- Providing training for our staff, Board, and volunteers to help them feel confident about the current and historical significance of Gaelic in the landscape and how they can use Gaelic in their roles.
- Leveraging the global reach of our online channels to engage people in Gaelic, helping them take their first steps in learning Gaelic or deepening their knowledge through exploring the landscape of the National Park.
- Expanding information about Gaelic at key visitor sites across the Park, providing links for visitors to learn more online.
- Promoting the uptake of the Cleachdadh initiative among businesses and community organisations to help Gaelic speakers and learners in the Park be more visible to one another and promote the use of Gaelic in public spaces.

Through the actions set out in this latest edition of our Gaelic Language Plan, we are taking important steps towards having a National Park where Gaelic is not only preserved but thrives, enriching the lives of all who visit, live, and work in this remarkable area.

Gordon Watson
Chief Executive Officer
Loch Lomond & The Trossachs National Park Authority

CONTENTS

1	INTRODUCTION	4
1.1	DESCRIPTION OF THE ORGANISATION'S FUNCTION AND LOCATION	4
1.2	GAEIC WITHIN THE AUTHORITY'S AREA OF OPERATION	5
1.3	SUMMARY OF GAEIC IN SCOTLAND	6
1.4	THE GAEIC LANGUAGE (SCOTLAND) ACT	7
1.5	THE NATIONAL GAEIC LANGUAGE PLAN	8
1.6	INTERNAL & EXTERNAL GAEIC CAPACITY AUDIT	8
1.7	CONSULTATION ON THE DRAFT GAEIC LANGUAGE PLAN.....	9
2	KEY PRINCIPLES	10
2.1	EQUAL RESPECT.....	10
2.2	ACTIVE OFFER.....	10
2.3	NORMALISING.....	11
3	PLAN COMMITMENTS	11
3.1	STRATEGIC PRIORITIES	11
3.2	CORPORATE SERVICE AIMS.....	17
3.2.1	Corporate Service Aim 1: Status.....	17
3.2.2	Corporate Service Aim 2: Communicating with the Public	19
3.2.3	Corporate Service Aim 3: Information	23
3.2.4	Corporate Service Aim 4: Staff.....	27
3.2.5	Corporate Service Aim 5: Gaelic Language Corpus	30
4	LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK.....	32
5	PUBLISHING AND PUBLICISING THE PLAN	33
5.1	INTERNAL.....	33 33
5.2	EXTERNAL.....	33
6	RESOURCING THE PLAN.....	34
7	MONITORING THE PLAN.....	34
8	THE GAEIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY	35 35
8.1	OVERALL RESPONSIBILITY FOR THE PLAN.....	35 35
8.2	DAY-TO-DAY RESPONSIBILITY FOR THE PLAN	35 35
8.3	GAEIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING	35 35
8.4	ENGAGING WITH STAFF	36 36
8.5	ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES	37 37

1. INTRODUCTION

1.1 DESCRIPTION OF THE ORGANISATION'S FUNCTION AND LOCATION

1.1.1 Loch Lomond & The Trossachs National Park was established on 8 July 2002 and the Loch Lomond & The Trossachs National Park Authority became fully operational – taking on all its statutory powers – on 19 July 2002.

1.1.2 The National Park Authority (NPA) is responsible for coordinating the efforts of partner organisations across the National Park to further the Aims set out in the National Parks (Scotland) Act 2000:

- to conserve and enhance the natural and cultural heritage
- to promote the sustainable use of the natural resources of the area
- to promote understanding and enjoyment of the special qualities of the area by the public
- to promote sustainable social and economic development of the communities of the area

1.1.3 The National Park Authority's role is to co-ordinate the collective delivery of these four statutory National Park aims, and in this way ensure a sustainable future for these areas.

1.1.4 The organisation's Gaelic Language Plan particularly helps further the aim 'to conserve and enhance the natural and cultural heritage of the area' given up until the 19th Century, Gaelic was the language of most of the inhabitants of the National Park area.

1.1.5 With a staff of around 178 (in 2023) plus 17 Board members, the Park Authority has several statutory duties including leading on the development and publication of a National Park Plan, a strategic plan that guides the work of partners in the National Park and a Corporate Plan that sets out the strategic priorities of the National Park Authority. The NPA is also required to produce a Local Development Plan, manage outdoor access in the Park, and is responsible for all planning and development management decisions within the National Park.

1.1.6 The National Park Authority is funded by the Scottish Government and Scottish Ministers appoint six of our board members. Another six board members are nominated to the board by the four local authorities in the National Park area – Argyll & Bute (2), Stirling (2), West Dunbartonshire (1) and Perth & Kinross (1) and we have five Board members who are elected by

residents within the National Park. Through our Board we are responsible to the Minister for Green Skills, Circular Economy and Biodiversity within Scottish Government and thus to the Scottish Parliament.

1.1.7 In carrying out its duties National Park Authority National Park and its staff interact with a broad range of people, from the c.15,000 people who live within the National Park area, those who work here and some of the Park's millions of visitors, more than half of whom are within an hour's reach of the National Park.

1.2 GAELIC WITHIN THE AUTHORITY'S AREA OF OPERATION

1.2.1 Loch Lomond & The Trossachs National Park has a population of around 14,500 residents (2022 census), is 720 square miles in size and covers four local authority areas:

- Stirling
- Argyll & Bute
- West Dunbartonshire
- Perth and Kinross

1.2.2 Loch Lomond & The Trossachs National Park has a rich history and culture of languages. There is evidence that Gaelic was the dominant language in this area and declined in the 19th century. Most of the present-day place names are Gaelic in origin and many geographical features, such as mountains, glens and rivers, have Gaelic names.

1.2.3 The 2022 Census records 205 Gaelic speakers in the National Park (1.4% of the usual resident population over the age of 3). This number decreased since 2011 when there were 268 Gaelic speakers in the Park (1.76%). The 2022 Census also found that 392 (2.7% of the population) have some knowledge of Gaelic, which is an 11.1% decrease from the 441 recorded in the 2011 census.

1.2.4 For hundreds of years, up until the 19th Century, Gaelic was the language of most of the inhabitants of the Park area. We are told, for example, that in around 1724, Gaelic was the sole language in Balquhider, Callander, Aberfoyle, Luss and Arrochar, and the majority tongue in Buchanan and Port of Menteith. As late as the 1950s, native Gaelic speakers were still to be found in places like Balquhider, Brig O' Turk and Killin.

- 1.2.5 Because of this, Gaelic place names predominate; where these have been recorded faithfully, they are readily understood by Gaelic speakers from any other part of Scotland, although anglicised forms sometimes cause problems of interpretation. But there are also older naming systems, often modified by Gaelic-speakers, including Norse and Cumbric or Brittonic - another Celtic language more akin to Welsh.
- 1.2.6 Even though there are no Gaelic medium schools in the National Park, local children may attend Gaelic medium schools outside the area and there are options to learn Gaelic at schools with catchments close to the National Park. Sandbank Primary School in Dunoon has a Gaelic Medium Unit catering for all pupils within Cowal whose parents elect to have their children educated in the Gaelic Language. Wallace High School in Stirling offers Gaelic as a subject which can be studied at Higher level. At Primary School level, Gaelic Medium Provision is available. Classes are taught at Riverside Primary School, Stirling and parents can enrol their child through their local primary school.
- 1.2.7 The National Park Authority recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life and we are committed to continuing to deliver the good work of our previous Gaelic Language Plan iterations, as well as delivering our new key aims over the next five years, both with staff and partners and the public, which help to bring the Gaelic language and culture to life and ensure it remains relevant for future generations.

1.3 **SUMMARY OF GAELIC IN SCOTLAND**

- 1.3.1 In 2022, more than 130,000 people aged three and over in Scotland (1.7% of the population) had some Gaelic language skills. This was an increase on the 2011 Census figure of 87,000, and was the first census return since 1971 to show an increase in the number of people reporting an ability to speak Gaelic. Of the 130,000 people with some Gaelic language skills recorded in the 2022 Census:
- 43,807 (34%) had full skills in Gaelic, that is could speak, read and write Gaelic.
 - 18,264 (14%) could speak Gaelic;
 - 46,404 (36%) were able to understand Gaelic but could not speak, read or write it.

- 1.3.2 Gaelic Medium Education is expanding across Scotland. It is now available in over half of Scotland's 32 local authorities and, in addition to GME there were 6,490 pupils in 2022-23 enrolled in Gaelic learner education (gaidhlig.scot). Gaelic Medium Education began in 1985 with 14 primary pupils, and there are now over 7,000 pupils across Early Years, Primary and Secondary education. Meeting continuing growth in demand will require investment in schools and teachers.
- 1.3.3 In addition to GME expansion, enhanced and accessible national resources make it easier than ever for learners of all ages to access Gaelic learning initiatives and content, including; [LearnGaelic](#) and [SpeakGaelic](#), a partnership between Bòrd na Gàidhlig, MG ALBA, BBC ALBA, Bòrd na Ceiltis (Alba) and Sabhal Mòr Ostaig, as well as through other cultural and educational organisations including [Fèisean nan Gàidheal](#), [The Royal National Mòd](#), [Ceòlas](#), and [Spòrs Gàidhlig](#).
- 1.3.4 Increased demand for learning Gaelic is evident in the uptake of people opting to learn Scottish Gaelic via Duolingo. It is estimated that 1.8 million people have started learning Gaelic on the app since the course launched over three years ago, and in 2023 alone the course grew 17% (up from 12% in 2022).
- 1.3.5 Regardless of overall numbers of Gaelic speakers, it can be expected that the trends of increased literacy, increase in numbers of fluent learners, and increase in Gaelic medium education (GME) will continue which will lead to greater demand for services.

1.4 THE GAELIC LANGUAGE (SCOTLAND) ACT

- 1.4.1 The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.
- 1.4.2 One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use. There are over 60 other public authorities across Scotland with statutory Gaelic Language Plans.

1.4.3 This document is a proposed draft of the third edition of Loch Lomond & The Trossachs National Park Authority's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will continue to use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop use and wider knowledge of Gaelic from 2024 to 2029.

1.4.4 Loch Lomond & The Trossachs National Park Authority's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

1.5 THE NATIONAL GAELIC LANGUAGE PLAN

1.5.1 The National Park Authority supports the aim of the National Gaelic Language Plan. We are committed to achieving this aim by focussing our work on the overall aims of the National Gaelic Language Plan, so that Gaelic is used more often, by more people and in a wider range of situations, by:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

These aims are also consistent with the aims of the National Gaelic Language Plan 2023-2028, published after this document was written.

1.5.2 The National Park Authority will help achieve the aims of the National Gaelic Language Plan by:

- Using our reach and networks to encouraging people to learn and speak Gaelic as a way of keeping this important aspect of the cultural heritage of the National Park (as a place) alive, thriving and relevant.
- Making knowledge and use of Gaelic positive and relevant whenever we can as part of the work we are involved in on a day-to-day basis.
- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us.
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations including using the reach and influence we have with partners across the National Park.

1.6 INTERNAL & EXTERNAL GAELIC CAPACITY AUDIT

- 1.6.1 The National Park Authority conducted a review of existing internal Gaelic capacity amongst staff in 2023 as part of the preparation of this Gaelic Language Plan. The results of this review were taken into consideration when developing commitments in the Plan, and have guided us in how to establish, maintain or improve practices in order to develop the use of the Gaelic language and the promotion of the Gaelic language and its important role in the cultural heritage and relevance within the National Park.
- 1.6.2 The review highlighted that, although there are no fluent Gaelic speaking employees, 42% of respondents had a basic understanding or knew some Gaelic phrases, and the same percentage of respondents had previously participated in Gaelic language training. 48% of respondents indicated that they would be interested in being part of a staff group who would like to develop Gaelic language and engagement within the National Park Authority, and a similar number of respondents had suggestions or ideas about how we bring Gaelic to life in the National Park.
- 1.6.3 Attached as Appendix 1 is a summary of the findings from our internal Gaelic Capacity Review 2023.
- 1.6.4 This internal review has provided a benchmark for the level of Gaelic language skills, awareness and interest within the National Park Authority. We commit to completing this audit again within the first year of this plan, and as part of our annual monitoring each year. We will track survey results and responses in order to monitor progress, opportunities and challenges and inform future editions of this Plan.
- 1.6.5 In addition to understanding Gaelic capacity and interest internally, we will proactively seek out opportunities to explore views and capacity on Gaelic when consulting with communities and visitors to the Park on relevant projects and when other research is being carried out. Engagement touchpoints for visitors will also be utilised including Balmaha Visitor Centre and polls via social media, to help shape our approach to creating new content for users.

1.7 CONSULTATION ON THE DRAFT GAELIC LANGUAGE PLAN

- 1.7.1 Under the 2005 Act, The National Park Authority is required to consult on our draft Gaelic Language Plan prior to submission to Bòrd na Gàidhlig.
- 1.7.2 Following approval of the draft Gaelic Language Plan 2024 – 2029 by the National Park Authority Board in March 2024, a six-week consultation took

place between 8 April and 13 May 2024. A total of 37 completed responses were received: 34 in English and 3 in Gaelic.

- 1.7.3 On the whole, the responses received were supportive and constructive.
- 68% of respondents agreed or strongly agreed that the Plan identified the right priorities.
 - 62% of respondents agreed or strongly agreed that the Plan was clear and easy to understand, with some useful suggestions coming through in other answers for how to make the Plan easier to digest.
 - 59% of respondents agreed or strongly agreed that the Plan would help to conserve and promote Gaelic language and cultural heritage.

2 KEY PRINCIPLES

We are committed to applying the following key principles across this third edition of our Gaelic Language Plan:

2.1 EQUAL RESPECT

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

2.1.2 Loch Lomond & The Trossachs National Park Authority will ensure that, where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

2.2 ACTIVE OFFER

2.2.1 Loch Lomond & The Trossachs National Park Authority will use our main online and offline channels to make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

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

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

2.3 NORMALISING

2.3.1 Loch Lomond & The Trossachs National Park Authority will ensure that opportunities for the public and our staff to use Gaelic as normalised, in support of the National Gaelic Language Plan’s aims and to build links between Gaelic and the priorities identified in the National Park Partnership Plan 2024-2029.

3 PLAN COMMITMENTS

3.1 STRATEGIC PRIORITIES

3.1.1 In preparing this Gaelic Language Plan, Bòrd na Gàidhlig has held discussions at a senior level with the National Park Authority to determine how the functions of the public authority will progress the strategic priorities of the National Gaelic Language Plan. The agreed outcomes from these discussions form the following set of high-level aims to be incorporated in the National Park Authority Gaelic Language Plan.

3.1.2 The National Park Authority has committed to the following High-level Aims for our Gaelic Language Plan 2025-2030:

Strategic Priority 1: Using Gaelic	
High-level Aim	<p>Encourage use of the Cleachdi initiative by staff and visitors.</p> <p>Seek potential opportunities for employment, including apprenticeships and paid internships, which would grow the use of Gaelic alongside delivery of the National Park Authority’s strategic aims.</p>
Current Practice	<p>At present, for some roles we recognise Gaelic competency as a desirable attribute. To date we have yet to have roles where the ability to understand and/or speak Gaelic is an essential criteria.</p> <p>Staff are encouraged to use Gaelic in their work; physical prompts around our headquarters provide</p>

	<p>reminders to staff about key Gaelic phrases and annual training is provided to build Gaelic awareness in staff.</p>
<p>Actions Required</p>	<p>SP1-1. We will promote and encourage uptake of the Cleachdi initiative internally and externally with businesses that welcome visitors to the National Park, to wider community groups and through our role as a key partner in the West Highland Way Management Group</p> <p>SP1-2. We will promote ways for staff, businesses and community groups who are seeking to encourage Gaelic speaking staff, volunteers and visitors to promote that they speak Gaelic, using best practice and resources from the Cleachdi initiative.</p> <p>SP1-3. We will actively promote job and volunteering opportunities within the National Park Authority to Gaelic learners and speakers. <u>by Building connections with Gaelic-medium schools and higher and further education establishments (like Sabhal Mòr Ostaig) will enable us to both develop and promote new opportunities for Gaelic speakers to work/volunteer with us.</u></p> <p>SP1-4. At the next review of our HR policies, we will embed knowledge or an interest in Gaelic as a desirable criterion for future employees and volunteers.</p> <p>SP1-5. We will build relationships with organisations and initiatives (e.g Young Scot’s Gaelic & Scots Languages Panel) that open up new pathways for Gaelic speakers and learners to progress their skills in preparation for entering the workforce.</p> <p>SP1-6. We will use internal communications such as intranet and our wider social media to periodically stimulate, celebrate and share Gaelic content, and enable staff to feel comfortable taking their first steps towards fluency and providing a quality service to Gaelic speakers.</p>

	<p>For example, an initiative to show staff are receptive to taking their first steps to speak in Gaelic. We will make it clear to all staff that we believe “<i>Is Fheàrr Gàidhlig Bhriste na Gàidhlig sa Chiste.</i>” “It is better to have broken Gaelic than dead Gaelic.” (Credit: Gàidhlig Briste Print — LOOM Graphics)</p> <p>SP1-7. After staff have taken part in Gaelic training we will encourage them to promote this via their email signature to raise awareness of the language amongst colleagues and contacts.</p>
<p>Target Date</p>	<ol style="list-style-type: none"> 1 Promote and encourage uptake of the Cleachdi initiative by 1ST April 2026 and yearly throughout Edition 3. 2 Encourage organisations with Gaelic speaking staff, to promote that they speak Gaelic by 1st April 2029 and yearly throughout Edition 3. 3 Active promotion of job opportunities to Gaelic learners and speakers by 1ST April 2026 and yearly throughout Edition 3. 4 Embed Gaelic within our HR policies at the next point of review, or by by 1ST April 2026. 5 Build relationships with relevant partner organisations by 1ST April 2027. 6 Implement Gaelic-positive initiatives to normalise and promote use of Gaelic by 1ST April 2027 and yearly throughout Edition 3. 7 Promote and encourage Gaelic-positive Email signatures for Gaelic-speaking/trained staff by 1ST April 2026.
<p>Responsibility</p>	<ol style="list-style-type: none"> 1 Visitor Experience team / WHW Business Development Manager 2 Visitor Experience team / WHW Business Development Manager 3 HR Manager / Volunteer Advisor/Strategic Communications Manager 4 HR Manager 5 Internal Gaelic lead/ Visitor Experience team

	6 Internal Gaelic lead/ Strategic Communications Manager
	7 Internal Gaelic lead/ Strategic Communications Manager

Strategic Priority 2: Learning Gaelic	
High-level aim	Create Gaelic resources, based on the Park’s natural and cultural heritage, aimed at different levels of Gaelic proficiencies, in schools and the wider community
Current Practice	<p>The National Park Authority recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, at work and in learning as the key means of achieving this, and also through bringing Gaelic relevance to life via leisure, culture and recreation links.</p> <p>Although the National Park Authority does not have responsibility for schools, education is an important area of work in the National Park. We work with a wide range of people via school groups, outreach visits and via the work of our Ranger Service who engage with many thousands of visitors each year.</p> <p>Gaelic awareness is already included in the work of these teams, including staff being able to share aspects of the landscape such as place names, rivers and mountains which come from Gaelic.</p>
Actions Required	<p>We are committed to further developing the understanding of and role of Gaelic in our organisation. We will take the following steps to create a supportive environment for growing the number of Gaelic speakers in Scotland.</p> <p>SP2-1. We will introduce new and updated visitor-facing materials, including leaflets, online content, updated Literary Landscapes education resources and social</p>

	<p>media, to make it even easier to learn basic Gaelic. We will signpost to the different ways and places for people to further their knowledge of Gaelic.</p> <p>SP2-2. We will work with relevant Gaelic-speaking ‘influencers’ whose work has a natural connection to National Park (e.g. outdoor enthusiasts, nature/climate-literate influencers) to bring Gaelic to life for our online and offline followers.</p>
Target Date	<ol style="list-style-type: none"> 1. Publish new/Refresh of Gaelic-related content and content in Gaelic on our printed materials and website by end of 2025 with ongoing content generated and annual reviews throughout Edition 3 2. Refresh of Gaelic-related content and content in Gaelic on our owned social media channels complete by end of 2025 and ongoing content generated throughout Edition 3.
Responsibility	Strategic Communications Manager

Strategic Priority 3: Promoting Gaelic	
High-level aim	<p>Establish and maintain a Gaelic Language Plan implementation and development group with senior representation.</p> <p>Conserve, enhance and promote the Gaelic language and cultural heritage of the Loch Lomond and the Trossachs National Park area for the benefit of residents and visitors.</p>
Current Practice	<p>The National Park Authority recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our own Gaelic Language Plan but that opportunities will arise to promote and develop the language when we review our policies and procedures. We see these developments as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.</p>

	<p>The National Park Authority also recognises the need to strengthen the awareness of Gaelic, and believes we have a role to play in that.</p>
<p>Actions Required</p>	<p>SP3-1 Re-establish and grow the internal working group, with senior representation, who will help drive forward the outcomes in the Gaelic Language Plan.</p> <p>SP3-2 We will promote Gaelic, both its historical links to the landscape of the National Park and its relevance here and now through in-person engagement and educational opportunities. We will develop inspirational and accessible content for staff, visitors and the wider community, working with popular Scottish proponents of Gaelic language to keep Gaelic flourishing.</p> <p>SP3-3 When creating or reviewing policies and procedures, the National Park Authority will include the promotion of Gaelic whenever there is an opportunity.</p> <p>SP3-4 We will promote Gaelic culture in the Park and will use our available channels to promote the ways that people can engage with the Park through Gaelic-related activities.</p>
<p>Target Date</p>	<ol style="list-style-type: none"> 1. Re-establish internal working group by 31st January 2025. 2. Develop inspirational and accessible content in Gaelic and to promote understanding of Gaelic by 31st December 2025 with annual reviews throughout Edition 3. 3. Integrate support and compliance for Gaelic into our policy development and review processes at the next point of review or by 1st April 2026. 4. Identify and develop opportunities for promoting Gaelic culture in the Park by end of 2025 with annual reviews throughout Edition 3
<p>Responsibility</p>	<ol style="list-style-type: none"> 1. Internal Gaelic Lead / Director of Engagement and Innovation 2. Strategic Communications Manager

	<p>3. Internal Gaelic Lead / Corporate Performance Manager</p> <p>4. Internal Gaelic Lead / Strategic Communications Manager</p>
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3.2 CORPORATE SERVICE AIMS

Bòrd na Gàidhlig has developed a set of Corporate Service Aims that seek to standardise core Gaelic commitments over time. Loch Lomond & The Trossachs National Park Authority has committed to the following Corporate Service Aims for our Gaelic Language Plan 2024-2029:

3.2.1 Corporate Service Aim 1: Status

Desired Outcome	<p>(a) Logo and brand</p> <p>Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>
Current Practice	<p>Gaelic is prominent and highly visible in our corporate identity in print and digital communications and signage. We have a Gaelic version of the corporate National Park logo and our Brand Guidelines requires that any new publications and signage use the Gaelic logo in the first or second instance of logo use (most feature the logo at least twice). The Gaelic logo is featured on every page of our website in a banner that rotates between the English and Gaelic logos every few seconds. The Park entry point signage uses Gaelic. Our Headquarters has Gaelic etched into the glass walls of our glass doors and walls of our reception area and meetings rooms.</p> <p>The logo and branding guidance is highlighted to staff as part of the Gaelic Awareness Training offered to all staff every year.</p>
Actions Required	<p>CS1a-1 Should we redesign our main corporate identity, we will render the corporate logo and brand bilingual demonstrating equal respect for Gaelic and English.</p>

Target Date	<u>When our corporate identity is next reviewed. During the course of Edition 3 of our Gaelic Language Plan.</u>
Responsibility	Strategic Communications Manager

Desired Outcome	<p>(b) Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>
Current Practice	<p>Our Partnership and Signage Guidelines include requirements for more frequent use of the Gaelic logo. Most signage in the National Park includes Gaelic content related to place-names and our Signage Guidance requires the bilingual headings on all new and replacement interpretive signage and regular use of the Gaelic logo.</p> <p>It is important to note that the signage created by the National Park is primarily interpretive information for visitors about the Park. The four local authorities responsible for areas of the Park and Transport Scotland's agencies are responsible for provide all road signage.</p>
Actions Required	<p>CS1b-1 All new interpretive signage will have bilingual headings with Gaelic and English explanations incorporated into its design. As existing interpretive signage is replaced there will be a measurable increase in Gaelic signage and interpretation.</p> <p>CS1b-2 As existing resources are redesigned and replaced we will include relevant Gaelic content and ways to help people learn Gaelic. We will provide links to further online content so people can continue to develop their Gaelic awareness even after they have left the National Park.</p> <p>CS1b-3 Audit signage and materials regularly. Any inaccuracies on signage, interpretation or publications</p>

	are resolved promptly.
Target Date	<ol style="list-style-type: none"> 1. New interpretive signage installed during Edition 3 of the Plan will have bilingual headings with Gaelic and English explanations incorporated into their design. 2. Existing resources that are redesigned and replaced during Edition 3 of the Plan will include relevant Gaelic content and ways to help people learn Gaelic. 3. Audit signage and materials annually and resolve any inaccuracies promptly throughout Edition 3 of the Plan.
Responsibility	<ol style="list-style-type: none"> 1. Estates Manager / Strategic Communications Manager. 2. Estates Manager / Strategic Communications Manager 3. Strategic Communications Manager / Internal Gaelic Lead / Corporate Performance Manager

3.2.2 Corporate Service Aim 2: Communicating with the Public

Desired Outcome	<p>(a) Promotion</p> <p>Positive messages that communication from the public in Gaelic is always welcome.</p>
Current Practice	<p>Visitors to the National Park HQ are welcomed into the building in Gaelic and English and we promote the fact that we welcome communication in Gaelic in reception and on our website. We have a prominent digital slide display on a large screen in our HQ reception with a significant amount of information about Gaelic Place names in the National Park, as well as signage welcoming visitors in Gaelic, Gaelic phrases are etched into the walls of the reception area and Gaelic Language leaflets about the National Park available.</p> <p>Although we have no fluent Gaelic speakers within our staff, our internal audit highlights that 42% of our staff have a basic understanding of Gaelic or know a few phrases, and we have ready access to translation services.</p> <p>Normal practice is for staff to take part in annual Gaelic</p>

	Awareness Training and have guidance on how to deal with enquiries from Gaelic speakers. This training is rolled out to all public-facing staff as a priority.
Actions Required	<p>CS2a-1 We will publish our finalised Gaelic Language Plan in both Gaelic and in English on our website.</p> <p>CS2a-2 We will provide training for staff (prioritising public-facing staff) so that they have some basic Gaelic phrases they can understand and convey when welcoming visitors to either the National Park or to the Park Authority. We will encourage all staff to build their awareness and knowledge of Gaelic so they can promote it through their networks.</p> <p>CS2a-3 Advanced Gaelic Language training or education will be offered to staff who wish to develop their basic skills</p>
Target Date	<ol style="list-style-type: none"> 1. We will publish our finalised Gaelic Language Plan in both Gaelic and in English on our website once approved (anticipated to be by beginning of 2025). 2. Basic Gaelic training (focused on public-facing staff) to be offered by 31st December 2025 and annually with an aim of 100% of staff having attended training by the end of Edition 3. 3. Advanced Gaelic training offered to staff who wish to develop basic skills by 31st December 2025 and annually throughout Edition 3.
Responsibility	<ol style="list-style-type: none"> 1. Strategic Communications Manager 2. Internal Gaelic Lead / HR Manager 3. Internal Gaelic Lead / HR Manager

Desired Outcome	<p>(b) Written Communication</p> <p>Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>
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Current Practice	<p>We promote on our website and in correspondence that we welcome communications in Gaelic and can provide publications in Gaelic upon request.</p> <p>We have Gaelic letter-heading and branding available, and we actively promote our commitment to accept and provide forms in Gaelic (including complaints).</p>
Actions Required	<p>We will ensure a clearly visible statement on forms and on the new website and ensure a Gaelic response to Gaelic communications is delivered. Responses to Gaelic enquiries will receive a response within the same statutory timescales as English medium responses.</p> <p>We will monitor the number of emails/letters received in Gaelic for reporting purposes.</p>
Target Date	<p>CS2b-1 Refresh of Gaelic content as part of the redesign of our website (anticipated to be by end of 2025).</p> <p>CS2b-2 Monitor the number of emails/letters received in Gaelic for reporting purposes annually throughout Edition 3.</p>
Responsibility	<ol style="list-style-type: none"> 1. Strategic Communications Manager 2. Exec & Business Support Manager, Front of House

Desired Outcome	<p>(c) Reception and phone</p> <p>Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>
Current Practice	<p>We promote on our website and in signage at reception that we welcome communications in Gaelic and can provide all forms and publications in Gaelic upon requests.</p> <p>Our website features a Gaelic Complaints page and form.</p> <p>A record of all complaints is kept within our Governance reporting function.</p>

<p>Actions Required</p>	<p>CS2c-1. Ensure that front of house (reception and main switchboard) staff are able to respond appropriately to Gaelic enquiries and give information on Gaelic in the Park, and are able to direct people to relevant online or printed resources to learn more.</p> <p>CS2c-2 We will provide training for staff (prioritising approximately 150 front-of-house and visitor-facing staff) so that they have some basic Gaelic phrases they can understand and convey when welcoming visitors to either the National Park or to the Park Authority. We will encourage all staff to build their awareness and knowledge of Gaelic so they can promote it through their networks.</p> <p>CS2c-3 Advanced Gaelic training offered to staff who wish to develop basic skills by end of 2028/29.</p> <p>CS2c-4 Ensure active offer of Gaelic is apparent and numbers of requests are monitored for reporting purposes.</p>
<p>Target Date</p>	<ol style="list-style-type: none"> 1. Front of house (reception and main switchboard) staff have training to allow them to respond appropriately to Gaelic enquiries by 31st December 2025. 2. Refresher training for all staff offered by 31st December 2025 and annually throughout the Plan so that all staff have had attended training by the end of Edition 3. 3. Advanced Gaelic training offered to staff who wish to develop basic skills by 31st December 2025 and annually throughout Edition 3. 4. Ensure active offer of Gaelic is apparent by 31st December 2025 and monitor number of requests annually throughout the life of Edition 3 of the Plan.
<p>Responsibility</p>	<ol style="list-style-type: none"> 1. Internal Gaelic lead / Exec & Business Support Manager. 2. Internal Gaelic Lead / HR Manager 3. Internal Gaelic Lead / HR Manager

	4. Strategic Communications Manager / Exec & Business Support Manager.
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Desired Outcome	(d) Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted
Current Practice	Gaelic instant translation service can be made available at meetings where other parties, organisers or members of the public have made a request for this service. An active offer of Gaelic translation at Public meetings is made available but has yet to be requested.
Actions Required	CS2d-1 An active offer of translation services will be made available in advance and included within statutory notifications of upcoming meetings. CS2d-2 The numbers of requests received will be monitored for reporting purposes.
Target Date	1. Practice updated by 31 st December 2025. 2. Monitor number of requests annually throughout Edition 3 of the Plan.
Responsibility	1. Corporate Performance Manager 2. Exec & Business Support Manager

3.2.3 Corporate Service Aim 3: Information

Desired Outcome	(a) News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Current Practice	We actively seek coverage in the Gaelic media and use a Gaelic translation in 'Notes to editors'. BBC Alba are on our standard list of media outlets that we send all press releases to and that we target with relevant stories.

Actions Required	<p>CS3a-1 Continue to be proactive in our approach with BBC Alba and other Gaelic media channels, and promote high-profile news stories to Gaelic media.</p> <p>CS3a-2 Monitor Gaelic media coverage for reporting purposes.</p>
Target Date	<ol style="list-style-type: none"> 1. Ongoing and yearly throughout Edition 3. 2. Monitor number of requests annually throughout Edition 3 of the Plan.
Responsibility	<ol style="list-style-type: none"> 1. Strategic Communications Manager 2. Strategic Communications Manager, Internal Gaelic lead

Desired Outcome	<p>(b) Social Media</p> <p>Increased Gaelic content, distributed regularly through social media, and guided by the level of actual and potential users.</p>
Current Practice	<p>We develop and share Gaelic content on social media, particularly aligned to Gaelic Awareness campaigns and specific projects such as the Callander Landscape Partnership or the West Highland Way. This content is well received by our followers. For example, in 2024 we hosted campaign featuring celebrated Gaelic communicator and TV presenter Calum MacLean and Commonwealth Games cyclist Kerry MacPhee.</p>
Actions Required	<p>CS3b-1 We will continue to develop and promote additional Gaelic content, and content written in Gaelic, including advice to the public on how they can interact with us, and continue to promote Gaelic and its role in the National Park on social media.</p> <p>CS3b-2 We will maintain and build content that achieves positive interactions and actively look out for additional opportunities to collaborate on national campaigns with Bòrd na Gàidhlig, our colleagues at Cairngorms National Park, or others.</p> <p>CS3b-3 We will monitor reach (how many people see the content) and engagement (likes, comments and</p>

	shares) on social media for reporting purposes and to improve content.
Target Date	1. Ongoing throughout the life of the Plan.and yearly throughout Edition 3. 2.Monitor number of requests annually throughout Edition 3 of the Plan.
Responsibility	Internal Gaelic lead / Strategic Communications Manager

Desired Outcome	(c) Website Gaelic content should be available on the public authority’s website, with emphasis given to the pages with the highest potential reach.
Current Practice	Gaelic is prominently featured on every page with the Gaelic logo appearing every few seconds on the header. We have a section of the website featuring Gaelic language history in the National Park. The site includes multiple prominent mentions of our invitation to contact us in Gaelic and to request copies of publications in Gaelic, and our complaints section is fully translated into Gaelic. The website is due for a redesign and overhaul in 2025.
Actions Required	CS3c-1 As part of the redevelopment of the National Park website we will increase the prominence of Gaelic and Gaelic-medium content on our website and ensure that, alongside statutory information, the wider Gaelic content that is there is engaging and inspiring. We will review and expand Gaelic content and educational content on our website to increase the usage of Gaelic by providing relevant ways and people to bring Gaelic to life.
Target Date	Review and expand Gaelic and Gaelic-medium content as part of the redesign of our website, anticipated before 31 st December 2026 and increased yearly thereafter.
Responsibility	Digital Communications Manager / Education & Inclusion Advisor / Internal Gaelic lead

Desired Outcome	<p>(d) Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>
Current Practice	<p>We produce and distribute a general National Park leaflet in Gaelic, and the ‘What’s in a Name’ leaflet about Gaelic place-names and cultural history in the National Park. We include Gaelic elements (names, welcome and bilingual captions) in all visitor publications. We provide, on demand, Gaelic or bilingual text versions of corporate publications</p> <p>Our main policy and statutory documents include a Gaelic foreword. All publications include the Gaelic logo in the first or second instance of the logo in the document, as per our brand guidelines (most publications feature the logo at least twice).</p> <p>We aim to ensure that translation services delivered for the National Park Authority in relation to the Gaelic Language Plan are of consistently high quality. All current and future translation is carried out on our behalf by an external translation organisation. We continue to use reputable and high-quality translation services for current and future Gaelic content.</p>
Actions Required	<p>CS3d-1 We will continue to provide Gaelic forewords in our key policy and statutory documents. We will increase and/or expand provision of Gaelic or bilingual text versions of corporate publications over the next five years.</p> <p>CS3d-2 Where we can monitor downloads (via digital analytics) or uplift of physical copies will use this information to aid with monitoring and to inform the next generation of Gaelic content.</p>
Target Date	<ol style="list-style-type: none"> 1. Increase/expand provision of Gaelic or bilingual text versions of our corporate publications by 31st December 2029 2. Monitor number of requests annually throughout Edition 3 of the Plan.

Responsibility	Digital Communications Manager / Corporate Performance Manager
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Desired Outcome	(e) 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	We have a range of branded materials for events, including pop ups with the National Park branding in Gaelic. At present our Mobile Visitor Centre that is taken to events across the National Park all season by our Volunteers and our Ranger Service has prominent Gaelic branding on all sides. The Gaelic language and ‘What’s in a Name’ leaflets are provided in the leaflet stand that is part of the visitors centre. The events handbook contains details of Gaelic materials that are available.
Actions Required	CS3e-1 We will increase visibility of high-profile Gaelic versions of our branding at events and on related printed materials. CS3e-2 We will seek opportunities to link with partners when attending national events and develop a co-operative approach to delivering engaging and meaningful opportunities which bring Gaelic to life.
Target Date	31st December 2028
Responsibility	Strategic Communications Manager / Visitor Experience team / Ranger Service Managers

3.2.4 Corporate Service Aim 4: Staff

Desired Outcome	(a) Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each edition of the plan.
Current Practice	The National Park Authority conducts an annual review of existing internal Gaelic capacity and resources. The results of this review were taken into consideration when developing commitments in this edition, and have

	assisted us in determining how to establish, maintain or improve practices and develop awareness and use of the Gaelic language, and its important role in the cultural life and landscape of the National Park.
Actions Required	CS4a-1 Conduct an audit of Gaelic skills and awareness amongst staff every year – this will include a question asking staff whether they are interested in further Gaelic language skills training at work. Use the results from this (including staff training requests and requirements) to influence Gaelic-related activity with staff for the coming year and inform training provision
Target Date	Annual audits throughout the life of Edition 3, reported to Bòrd na Gàidhlig annually.
Responsibility	Internal Gaelic lead, Exec & Business Support team,

Desired Outcome	(b) Induction Knowledge of the public authority's Gaelic Language Plan and training opportunities are embedded in new staff inductions.
Current Practice	As part of our onboarding and induction for new staff, Brand Guidelines and headline aims of our Gaelic Language Plan are detailed, introducing our commitment or using, promoting and identifying opportunities to celebrate and share Gaelic in their new role.
Actions Required	CS4b-1 Develop a Gaelic awareness module as part of the induction process for all staff. This module will be complemented by annual online/in-person Gaelic awareness training for staff. Aim for 100% participation in this training in the lifetime of this third edition of the Gaelic Language Plan.
Target Date	31st December 2029
Responsibility	HR Manager / Internal Gaelic lead

Desired Outcome	(c) Language training
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	Gaelic language skills training and development, delivered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current Practice	Gaelic Language Skills Training is offered to all staff annually. The most recent training involved c.100 staff and volunteers in 2023/24.
Actions Required	<p>CS4c-1 We will increase provision of Gaelic Language Training courses for existing and new staff, prioritising our public-facing staff, over the five years of this edition. We will aim to mainstream delivery to all headquarters-based staff and open this to partner and/or community organisations.</p> <p>CS4c-2 We will use our internal communications channels to provide information to staff on Gaelic training available. If relevant for a role, we will help fund any further Gaelic language training.</p>
Target Date	Refresher training and additional training opportunities offered by 31st December 2025 and annually throughout Edition 3.
Responsibility	Internal Gaelic Lead / HR Manager Internal Gaelic Lead / Strategic Comms Manager/HR

Desired Outcome	(d) Awareness training Gaelic awareness training delivered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.
Current Practice	Gaelic Language Awareness Training is offered to all staff annually. The most recent training involved c.100 staff and volunteers in 2023/24.
Actions Required	CS4d-1 Aim to increase staff participation in Gaelic Awareness training to 100% over the lifetime of this edition of the Gaelic Language Plan.
Target Date	Refresher training for all staff offered by 31st December 2025 and annually throughout Edition 3.
Responsibility	HR Manager

<p>Desired Outcome</p>	<p>(e) Recruitment Gaelic language skills are recognised and respected within the recruitment process throughout the public authority.</p> <p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>
<p>Current Practice</p>	<p>For recruitment, we adhere to the Civil Service rules on fair and open competition. Subject to the nature of the role, our vacancies recognise Gaelic as a desirable job attribute.</p> <p>Where Gaelic language skills are required to carry out the role, they will be designated as essential and advertised accordingly.</p>
<p>Actions Required</p>	<p>CS4e-1 We will review opportunities to promote the use of Gaelic within our HR policies.</p>
<p>Target Date</p>	<p>At the next point of review or by 31st December 2027 if sooner</p>
<p>Responsibility</p>	<p>HR Manager</p>

3.2.5 Corporate Service Aim 5: Gaelic Language Corpus

<p>Desired Outcome</p>	<p>(a) Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>
<p>Current Practice</p>	<p>We use the latest Gaelic Orthographic Conventions and place-names, as advised by the Gaelic Place-names of Scotland. An example of the resources that we have created around Gaelic and the Landscape of the National Park can be seen on our website.</p> <p>www.lochlomond-trossachs.org/our-gaelic-culture</p>

Actions Required	Ensure all of our of our written Gaelic communications follow the most recent Gaelic Orthographic Conventions.
Target Date	All existing and new materials to be reviewed and updated by 31 st December 2029.
Responsibility	Internal Gaelic Lead / Strategic Communications Manager

Desired Outcome	(b) Place-names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current Practice	We refer to Ainmean-Àite na h-Alba resources (the national advisor for Gaelic place-names in Scotland) and seek advice on place-names and opportunities for working collaboratively on projects.
Actions Required	Refer to Ainmean-Àite na h-Alba resources and seek advice on place-names and opportunities for working collaboratively on projects.
Target Date	All existing and new materials to be reviewed and updated by 31 st December 2029.
Responsibility	Internal Gaelic Lead / Strategic Communications Manager

4 LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

4.1 The National Park Authority is committed to achieving the outcomes established by the Scottish Government's National Performance Framework. The Framework includes outcomes under Children and Young People, Communities, Culture, Economy, Education, Environment, Fair Work and Business, Health, Human Rights, International and Poverty.

4.2 At the time of writing the National Performance Framework is under review.

4.3 In particular, our work towards an accessible and inclusive Gaelic Language Plan notably contributes to the following outcomes:

People in Scotland...

Value, enjoy, protect and enhance their environment (Environment)

- Have a globally competitive, entrepreneurial, inclusive and sustainable economy (Economy)
- Are healthy and active (Health)
- Live in communities that are inclusive, empowered, resilient and safe (Communities)

Through delivery we also contribute to the achievement of these National Outcomes:
People in Scotland...

- Are open, connected and make a positive contribution internationally (International)
- Grow up loved, safe and respected so that we realise our full potential (Children and Young People)
- Are well educated, skilled and able to contribute to society (Education)
- Have thriving and innovative businesses, with quality jobs and fair work for everyone (Fair Work and Business)
- Are creative and their vibrant and diverse cultures are expressed and enjoyed widely (Culture)

4.4 For more information on Scotland's Strategic Objectives, visit nationalperformance.gov.scot/

5 PUBLISHING AND PUBLICISING THE PLAN

5.1 INTERNAL

To ensure that staff are aware of their responsibilities under our Gaelic Language Plan and the opportunities it presents them, we will:

- Communicate details of the plan via email, all-staff meetings, and via staff bulletins and dedicated intranet pages.
- Create opportunities for staff to get involved in innovation, collaboration and engagement, especially amongst those staff who are enthusiastically engaged in learning and promoting Gaelic language.
- Colleagues who have a significant role to play in delivering outcomes and actions for the Plan will be involved in Gaelic Language Plan group
- Create an environment where voluntary/discretionary involvement is welcomed by staff, volunteers, partners and customers.

5.2 EXTERNAL

[This new edition of the e](#) National Park Authority's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan and promote ~~the~~ it via Gaelic and English medium broadcasters
- publicise the plan through a variety of social media platforms
- make our partner organisations aware of the commitments in the latest edition of our Gaelic Language Plan and how they can help deliver outcomes within it
- ensure that relevant Gaelic organisations and other interested bodies have links to the latest edition of our Gaelic Language Plan
- make hard copies available on request

6 RESOURCING THE PLAN

6.1 Normal activities will be included and resourced through the National Park Authority budgets agreed annually with the Scottish Government.

6.2 We will also seek out and apply for grant funding where additional opportunities to pursue supplementary projects can be identified.

7 MONITORING THE PLAN

Responsibility for the annual monitoring and reporting on progress against the latest edition of our Gaelic Language Plan will be agreed by the Executive team. The team(s) responsible will produce an annual review of the plans targets each year, and will report on the successful implementation or otherwise of our Core Commitments. This will be done in consultation with and the agreement of Bòrd na Gàidhlig.

8 THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

8.1 OVERALL RESPONSIBILITY FOR THE PLAN

Our Chief Executive has ultimate responsibility for ensuring that we deliver on the commitments set out in this plan. The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of Loch Lomond & The Trossachs National Park's Gaelic Language Plan is:

Anna MacLean
Director of Engagement & Innovation
Loch Lomond & The Trossachs National Park Authority
Carrochan
Carrochan Road
Balloch G83 8EG
01389 722600

Email: info@lochlomond-trossachs.org

8.2 DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The officer with operational responsibility for the day-to-day operation is currently under review. Once agreed, their details will be published in the final, approved version of the Plan. Questions about day-to-day operation of the plan should be addressed to them.

8.3 GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING

A Gaelic Language Plan Working group assists the lead officer and ensures that the Gaelic Language Plan is embedded within the corporate structure of the National Park Authority. The Group will meet, at a minimum, quarterly.

This Group will have senior management represented within it, and draws on staff from across the organisation with responsibility for developing, implementing and monitoring the plan. The membership of this group may vary over the duration of the Plan, depending on the skills and departments required at the time. It also includes people who speak some Gaelic and have a keen interest in this area of work.

The final, approved version of this edition of the Gaelic Language Plan will set out proposed membership of this group. Membership will come from those listed as having responsibility for the actions within this edition of the Plan.

8.4 ENGAGING WITH STAFF

All staff, our Board and our volunteers can all contribute to the successful deployment and integration of our plan. By embedding our Gaelic Language Plan Working Group members, ensuring they are at an appropriately senior level, and capitalising on their enthusiasm as ‘Gaelic champions’, we will disseminate and implement our commitments to the language throughout the organisation.

We will continue to use our internal communication channels, especially our dedicated intranet spaces and physical spaces around our buildings, to engage with staff on matters relating to our Gaelic Language Plan and supporting projects, celebrate achievements and milestones, and communicate opportunities for further learning and involvement. We will be proactive in supporting staff with specific responsibilities to the plan by ensuring these are explicit in objectives.

Administrative arrangements for implementing the Gaelic Language Plan include;

- This plan is the policy of Loch Lomond & The Trossachs National Park Authority and has been endorsed both by our Executive Team and by the National Park Board.
- Overall Responsibility: The CEO of the National Park will be responsible ultimately for ensuring that the National Park Authority delivers on the commitments set out in this Plan.
- Individual Staff members: Staff will be advised where the Plan is located on our internal systems and will be advised to refer to it.
- Regular meetings of the Gaelic Language Plan Working Group
- General staff engagement with the Gaelic Language Plan will be monitored through an all staff survey to be conducted once a year, and through doing an annual update on the Gaelic Capacity Review. The results will be supplied to Bòrd na Gàidhlig as part of our annual Gaelic Language Plan Progress Reports.

8.5 ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

Services delivered for the National Park Authority in relation to the Gaelic Language Plan are:

Translation Services provided by Global Language Services Ltd, Craig House, 60 – 64 Darnley Street, Glasgow G41 2SE.

Annual staff Gaelic Language Awareness Training sessions will be procured on annual basis. The most appropriate supplier will be selected depending on the needs at that time and on the quotes and proposals provided.

The National Park Authority will seek to ensure that, where appropriate, agreements or arrangements made with third parties, which relate to the delivery of its services to the public follow the terms of this Plan. Where appropriate we will provide copies of the National Park Guidelines on Brand and Signage, which include guidance on Gaelic. This commitment includes services that may be contracted out. Where the third party does not have a Gaelic Language Plan in place, we shall encourage them to follow the terms of our Gaelic Language Plan and to ensure that their staff are informed of the terms of the Plan.

APPENDIX 1 – Gaelic language amongst staff Survey (August 2023)

Responses Overview Closed



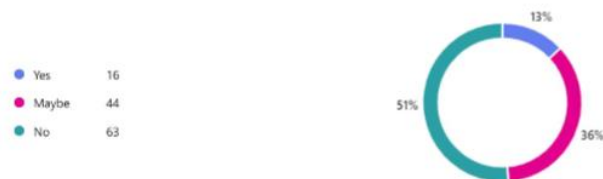
1. What level of awareness of Gaelic language do you have?



2. Have you ever had any Gaelic language training, either while working for the National Park Authority or elsewhere?



3. Would you be interested in being part of a staff group who'd help us develop our Gaelic Language Plan and Gaelic engagement?



4. Have you got any other suggestions or ideas about how we bring Gaelic to life in the Park that you'd like to share?

51
Responses

Latest Responses

"Gaelic language classes run by our national park rangers or volunteers at Balloch ..."

"Keep working with the meanings of Gaelic place names and what they tell us abo..."

"Improving the understanding of the nature, landscapes and history of the Nation..."

...

34 respondents (67%) answered Gaelic for this question.



Coinneamh:	Comataidh Poileasaidh is Ghoireasan
Ceann-là:	28 Gearran 2025
Tìotal:	PGR062 E03 Plana Gàidhlig Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	4.4
Neach-labhairt:	Jennifer McHarrie / Iain Mac a' Mhaoilein
Pàipearan-taic:	PT1 PGR062 E03 Plana Gàidhlig Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh

1. Adhbhar

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

2. Cùl-fhiosrachadh/Prìomh aithris

2.1. Geàrr iomradh air adhartas agus geallaidhean ann an eagan a dhà (E02) a chaidh a chur an gnìomh le Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh (ÙPNMR)

- Rinn iad ùrachadh air a' bhrannnd chorporra aca agus tha co-ionannachd spèis don Ghàidhlig sa brannnd a-nise.
- Thug iad taic agus brosnachadh do ghnìomhachasan na Pàirce a bhith a' gabhail Gàidhlig a-steach sna leasachaidhean aca, a' gabhail a-steach am Badenoch Great Place Project
- Dh'fhastaich iad inntearn Gàidhlig a chruthaich goireas seanchais air-loidhne air a bheil Slighe na Camanachd ann an 2020, le taic bho sgeama Maoin Buileachaidh Achd na Gàidhlig.
- Rinn iad meudachadh air susbaint Ghàidhlig air làrach-lìn ÙPNMR.
- Ghabh iad fiosrachadh mun Ghàidhlig a-steach sa phròiseas inntrigidh do luchd-obrach aca.
- Ghabh iad Gàidhlig a-steach san trèanadh a thug iad seachad do choimheadaichean na pàirce.

2.2. Chruthaich ÙPMR eagan a trì (E03) den phlana Ghàidhlig aca stèidhte air na prìomhachasan ro-innleachdail a chaidh aontachadh eadar Ùghdarras na Pàirc agus Bòrd na Gàidhlig agus a chur thuca air 23.05.23.

2.3. Rinn Ùghdarras na Pàirce co-chomhairle phoblach ag iarraidh bheachdan air dreachd E03 agus fhuair iad 31 freagairtean sa Ghàidhlig agus 396 sa Bheurla (an taca ris na 36 freagairtean uile gu lèir a fhuair iad anns a' cho-chomhairleachaidh phoblach a rinn iad airson E02).

2.4. Chaidh measadh a dhèanamh air an dreachd E03 le Bòrd na Gàidhlig. Thug an Sgioba-stiùiridh sùil mhionaideach air agus dh'iarr iad atharrachaidhean.

2.5. Nochd ÙPNMR eas-aonta a thaobh cuid de na h-atharrachaidhean a dh'iarr Bòrd na Gàidhlig.

2.6. Às dèidh conaltradh mun eas-aonta, ghabh ÙPNMR ris a' mhòr-chuid de mholaidhean a' Bhùird a' gabhail a-steach:

- Gum bi susbaint Ghàidhlig air a chur ri soidhnichean Gàidhlig a bharrachd air an t-suaicheantas dà-chànanach
- Gum bi ÙPNMR a' meudachadh susbaint Ghàidhlig air an làrach-lìn corporra aca.
- Gum bi ÙPNMR a' gabhail ri Gàidhlig mar sgil mhiannaichte anns a h-uile sanas obrach aig an ùghdarras.

3. Moladh

3.1. Aire a thoirt don fhiosrachadh ann am PT1.

3.2. Aonta a chur ri an dreachd E03 de phlana Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh an cois PT1.

4. Prìomh Bhuidhean Ro-innleachdach

4.1. Buidhean air Ionmhas: Mar a chaidh a mhìneachadh gu h-àrd

4.2. Buidhean air Luchd-obrach: N/A

4.3. Buidhean air Trèanadh: N/A

4.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha am pàipear seo a' cumail taic ris a' Chomataidh ann a bhith a' coileanadh amasan na bliadhna.

4.5. Buidhean air Cliù: Tha e cudromach gun lean BnG air a' sealltainn gu bheil e a' riaghladh a chuid ionmhais gu h-èifeachdach

4.6. Buidhean air Slàinte is Sàbhailteachd: N/A

4.7. Buidhean Laghail: N/A

4.8. Buidhean air Co-ionannachd: N/A

4.9. Buidhean air an Àrainneachd: N/A

5. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

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

6. Cùrsa Riaghlachais

6.1. Thug an Sgioba-stiùiridh fa-near don aithisg seo air 23 Faoilleach 2025.

7. Dearbhadh air Cuairteachadh Sgrìobhainn

7.1. 'S e pàipear fosgailte a tha seo.



Cùlraichean a' riochdairean san Deilbh an Cinn a' Ghruithsaich © Ed Smith

Plana Gàidhlig 2025- 29



Cairngorms
National Park
Pàirc Nàiseanta a'
Mhonaidh Ruaidh

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



Facal-toisich	4
1. Ro-ràdh	6
1.1 Mun Phlana Ghàidhlig a ga inn	6
1.2 Mu Phàirc Nàiseanta a' Mhonaidh Ruaidh	7
1.3 Mu Ùghdarras na Pàirce	8
1.4 Gàidhlig taobh a-staigh na Pàirce Nàiseanta	10
1.5 Gàidhlig taobh a-staigh Ùghdarras na Pàirce agus mar a bheir sinn taic do chom- pàirtichean	11
1.6 Gàidhlig ann an Alba	14
1.7 Achd na Gàidhlig (Alba) 2005	15
1.8 Plana Nàiseanta na Gàidhlig	16
1.9 In-sgrùdadh air comas cànan	17
2. Prìomh phrionnsabalan	20
2.1 Spèis cho-ionann	20
2.2 Tairgse Ghnìomhach	20
2.3 Àbhaisteachadh	20
3. Gealltanasan a' Phlana	21
3.1 Prìomhachasan Ro-innleachdail:	21
Amas 1 - a' Cur ri cleachdadh na Gàidhlig:	22
Amas 2 - a' toirt fàs air ionnsachadh na Gàidhlig:	24
Amas 3 - A' cur deagh iomhaigh air adhart airson na Gàidhlig	27
3.2 Amasan seirbheisean corporra	30
Amas 4 - inbhe	32
Amas 5 - Conaltradh leis a' phoball	33
Amas 6 - fiosrachadh	35
Amas 7 - luchd-obrach	37
Amas 8 - Corpas na Gàidhlig	39
4. Ceanglaichean ris an fhrèam -obrach coileanaidh nàiseanta	40
5. Ceanglaichean ri frèamaichean -obrach ionadail agus roinneil	41
5.1 Prìomhachasan riaghaltais ionadail	41
5.2 Prìomhachasan Plana Com-pàirteachais Pàirc Nàiseanta a' Mhonaidh Ruaidh	41
6. Foillseachadh, goireasan agus sgrùdadh	43
6.1 Foillseachadh agus sanasachd a' Phlana Ghàidhlig	43



6.2	Goireasachadh a' Phlana	43
6.3	A' sgrùdadh a' Phlana	44
7.	A' leabachadh a' phlana taobh a -staigh Ùghdarras na Pàirce	45
7.1	Uallach airson a' phlana air a' cheann thall.....	45
7.2	Uallach làitheil airson a' phlana	45
7.3	Buidheann buileachaidh is sgrùdadh a' phlana Ghàidhlig	46
7.4	A' conaltradh le luchd-obrach.....	46
7.5	Buidhnean Leth-eisimeileach is Treas Pàrtaidhean	46
7.6	In-sgrùdadh air comasan Gàidhlig	46



Facal-toisich

Tha tapastraidh nan cultaran is nan cànan a chuidich gus Pàirc Nàiseanta a' Mhonaidh Ruaidh a chumadh am measg nan rudan a tha ga dhèanamh cho sònraichte. Bho choimhearsnachdan Cruithneach tràtha gu coimhearsnachdan a' cleachdadh Gàidhlig, Scots is Doraig, chithear a' bhuaidh a bh' aig na linntean de chonaltradh agus gnìomhachd chultarach ann an coimhearsnachdan air feadh na roinne.

Bho chionn còrr is 1,000 bliadhna, thàinig a' Ghàidhlig gu bhith na prìomh chànan anns a' Mhonaidh Ruaidh. 'S ann air an adhbhar seo a tha tùs Gàidhlig aig an uiread de na h-ainmean-àite againn: mar eisimpleir 'allt', 'coille', meall' agus mar sin air adhart. Tha àite ro-chudromach air a bhith aig a' chànan ann a bhith a' cumadh ar ceòl, seanchas, spòrs (ioma in gu h-àraid) agus ar beatha chultarail san fharsaingeachd.

Agus tha an dualchas sin fhathast fìor bheothail anns a' Mhonaidh Ruaidh san latha an-diugh. A rèir a' chunntais-sluaigh mu dheireadh, tha Gàidhlig aig mu 3.6% de mhuintir na Pàirce Nàiseanta, còrr is a dhà uimhir den ìre sa chòrr de dh'Alba. Tha an cànan gu sònraichte làidir ann am Bàideanach is Srath Spè, far a bheil am pròiseact Badenoch: Storylands (am measg eile) air tòrr a dhèanamh gus dualchas cànanach is cultarach na sgìre a chomharrachadh, stèidhichte mar a tha e ann an seanachas agus cleachdadh cruthachail na Gàidhlig.

Dhan luchd-tadhaill do dh'Alba cuideachd, cha robh am miann gus eòlas fhaighinn air a' Ghàidhlig riagh cho mòr, gu h-àraidh dhaibhsan aig a bheil sinnsearachd Albannach, agus tha am Monadh Ruaidh a' toirt deagh chothrom do dhaoine a bhith gam bogadh fhèin ann an cànan agus cultar an àite shònraichte seo.

Mar Ùghdarras Pàirce, tha an dleastanas againn a bhith ag aithneachadh agus a' comharrachadh na Gàidhlig air leth cudromach dhuinn. Gu dearbh, tha am plana seo na phrìomh phàirt de sin; ach tha na freumhan Gàidhlig nas doimhne buileach na sin. 'S e an lèirsinn a th' againn gum bi pàirce nàiseanta ann far am bi daoine agus nàdar a' soirbheachadh còmhla agus tha am bun-bheachd Dùthchas mur bhunait aig seo - an ceangal domhainn eadar daoine agus nàdar. Tha ceangal bunaiteach aig muinntir na Pàirce Nàiseanta ris an fhearann agus ris an àite seo agus tha an ceangal do-sheachanta sin – tro chànan, cruth-tìre agus cultar – gar brosnachadh a bhith taiceil.



Tha e na thoileachas dhomh an treas eagraan seo den Phlana Ghàidhlig againn fhoillseachadh. Tha mi a' dèanamh fiughair ri bhith ag obair còmhla ri tòrr agaibh gus a libhrigeadh.

Sandy Bremner, Cathraiche



1. Ro-ràdh

1.1 Mun Phlana Ghàidhlig againn

Mar a' bhuidheann phoblach le uallach gus gnìomhachd a cho-òrdanachadh taobh a-staigh na pàirce nàiseanta as motha san RA, tha e na rùn dhuinn dèanamh cinnteach gu bheil luach cultarail is cànanach air leth na Gàidhlig do Phàirc Nàiseanta a' Mhonaidh Ruaidh air aithneachadh agus air a chomharrachadh gu h-iomlan. Tha an treas eagan de Phlana Gàidhlig Ùghdarras na Pàirce, airson 2024-28, a' mìneachadh mar a tha sinn an dùil seo a choileanadh agus mar a tha gnìomhachd san raon seo a' co-thaobhadh ri Plana Com-pàirteachais còig-bliadhna na Pàirce Nàiseanta.

Chaidh am plana seo ullachadh fo earrann 3 de dh'Achd na Gàidhlig (Alba) 2005 agus chaidh co-chomhairle sia seachdainean a chumail eadar 25 Faoilleach agus 7 Màrt 2024. Chaidh freagairtean a chruinneachadh tro shuirbhidh air-loidhne (a bha ri faighinn an dà chuid sa Ghàidhlig agus sa Bheurla), le roghainnean fòn, pàipeir agus post-d cuideachd.

Chaidh a' cho-chomhairle a bhrosnachadh gu mòr an dà chuid air-loidhne agus far-loidhne air grunn diofar sheanailean. Bha seo a' gabhail a-steach fios naidheachd dà-chànanach agus duilleag co-chomhairleachaidh air an làraich-lìn againn, a bharrachd air a bhith ag obair le neach-buaidh nam meadhanan sòisealta, Somhairle, gus susbaint Instagram agus TikTok sònraichte a chruthachadh gus luchd-amais nas òige a tharraing. Tha sinn a' meas gun d' fhuair sinn còrr is 150 de na freagairtean mar thoradh air seo, agus choimhead còrr is 32,000 neach air na bhidiothan a chruthaich Somhairle. Chaidh a' cho-chomhairle a cho-roinn cuideachd le còrr is 100 daoine taobh a-staigh Lìonra ùr nan Oifigearan Gàidhlig, agus fhuair sinn grunn fhreagairtean buidhne mar thoradh air seo, a bharrachd air conaltradh post-d dìreach mu chom-pàirteachasan a dh'fhaodadh a bhith ann.

Fhuair 427 freagairt uile gu lèir, agus bha 31 (7.3%) dhiubh sin sa Ghàidhlig. Tha seo an coimeas ris na 36 freagairtean a chaidh a chur a-steach dhan cho-chomhairle phoblach airson Plana Gàidhlig 2018-22. Bha 82% den luchd-freagairt ag aontachadh no ag aontachadh gu làidir leis na trì prìomhachasan ro-innleachdail a tha air am mìneachadh sa phlana; bha 78% ag aontachadh no ag aontachadh gu làidir gun robh an dreachd plana furasta a thuigsinn; agus bha 76% ag aontachadh no ag aontachadh



gu làidir gu bheil am plana 'a' cuideachadh le bhith a' dìon agus ag adhartachadh na Gàidhlig agus a cultar'. Bha a' mhòr -chuid de na daoine nach robh ag aontachadh den bheachd nach bu chòir do bhuidhnean leithid Ùghdarras na Pàirce a bhith a' toirt prìomhachas dhan Ghàidhlig nan obair làitheil. Gheibhear mìneachadh air toraidhean na co-chomhairle san aithisg co -chomhairleachaidh air a' Phlana Ghàidhlig againn.

Tha structar a' phlana seo air a stiùireadh le [Plana Nàiseanta na Gàidhlig](#), le amasan agus gnìomhan sònraichte air an comharrachadh a chuidicheas le bhith ag àrdachadh ionnsachadh agus cleachdadh na Gàidhlig sa Phàirc Nàiseanta, a bharrachd air a bhith a' brosnachadh deagh ìomhaigh dhan chànan. Chaidh a chur gu Bòrd na Gàidhlig airson aonta air 5 Iuchar 2024.

Ma tha ceist sam bith agad mun phlana seo, no ma tha thu ag iarraidh lethbhreac ann an cruth eile (a' gabhail a -steach clò mòr), cuir fios thugainn tro na diofar sheanailean a tha air am mìneachadh gu h -ìosal.

Airson lethbhreacan pàipeir, sgrìobh thugainn no rach gu:

Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh
14 A' Cheàrnag
Baile nan Granddach
PH26 3HG

Airson ceistean fòn, cuir fòn thugainn: 01479 873 535

Airson iarrtasan air -loidhne, cuir post -d gu enquiries@cairngorms.co.uk

1.2 Mu Phàirc Nàiseanta a' Mhonaidh Ruaidh

Chaidh Pàirc Nàiseanta a' Mhonaidh Ruaidh a stèidheachadh ann an 2003. 'S i a' phàirc nàiseanta as motha ann am Breatainn a' gabhail a -steach 4,528 km ceàrnagach ann an Siorrachd Obar Dheathain, Moireibh, Comhairle na Gàidhealtachd, Aonghas is Peairt is Ceann Rois. Tha 18,000 daoine a' fuireach anns a' Phàirc agus bidh i a' cur fàilte air mu dhà mhillean neach-tadha il gach bliadhna. Tha cha mhòr an dàrna leth den Phàirc Nàiseanta air a mheas mar 'fhearann fiadhaich', le cairteal de choille dhùthchasach na h-Alba agus cairteal de na gnèithean tearc is ann an cunnart san RA rim faighinn an seo.



Tha ceithir amasan sònraichte aig a' Phàirc Nàiseanta mar a chaidh a mhìneachadh leis a' Phàrlamaid:

- A bhith a' glèidheadh is a' cur ri dualchas agus dualchas nàdarra na sgìre;
- A bhith a' brosnachadh cleachdadh seasmhach de stòrasan nàdarra na sgìre;
- A bhith a' brosnachadh tuigse agus tlachd (a' gabhail a-steach tlachd tro chur-seachad) ann am feartan sònraichte na sgìre leis a' phoball;
- A bhith a' brosnachadh leasachadh eaconamach agus sòisealta coimhearsnachdan an àite.

Tha na h-amasan sin gu bhith air an toirt air adhart còmhla. Ach, ma tha còmhstri eadar a' chiad amas agus gin de na h-amasan eile, thèid barrachd cuideam a chur air a' chiad amas (mar a tha e air a mhìneachadh ann an Earrann 9.6 de dh'Achd nam Pàircean Nàiseanta (Alba) 2000). Tha seo a' cuideachadh le bhith a' dèanamh cinnteach gu bheil glèidhteachas an dualchais nàdarra agus cultarail mar bhunaid do luach eaconamach, sòisealta agus cur-seachad Pàirc Nàiseanta a' Mhonaidh Ruaidh.

1.3 Mu Ùghdarras na Pàirce

Chaidh Ùghdarras Pàirce Nàiseanta a' Mhonaidh Ruaidh a stèidheachadh gus dèanamh cinnteach gun tèid na taobhan air leth den Mhonaidh Ruaidh - an àrainneachd nàdarra, na coimhearsnachdan ionadail agus a chultar - a dhìon, a dhèanamh seasmhach agus a leasachadh airson a' ghinealaich seo agus airson nan ginealaichean ri teachd. Bidh Ùghdarras na Pàirce Nàiseanta a' toirt ceannas dhaibhsan uile a tha an sàs anns a' Mhonaidh Ruaidh agus e ag obair ann an com-pàirteachas le farsaingeachd de choimhearsnachdan, gnìomhachasan, buidhnean neo-riaghaltais agus com-pàirteachasan san roinn phoblach gus dèanamh cinnteach gun tèid deagh bhuaidh a thoirt aig ìre na coimhearsnachd.

Tha an obair seo air a cho-òrdanachadh tro [Phlana Com-pàirteachais na Pàirce Nàiseanta](#), a mhaireas còig-bliadhna agus a tha a' mìneachadh mar a dh'obraicheas a h-uile duine le uallach airson na Pàirce Nàiseanta còmhla gus dèiligeadh ri cùisean deatamach co-cheangailte ri a daoine, nàdar agus àiteachan agus aig a' cheann thall mar a bheir iad aghaidh air èiginnan gnàth-shìde agus nàdar.



Chaidh Pàirc Nàiseanta a' Mhonaidh Ruaidh a stèidheachadh anns a' Mhàirt 2003 agus thòisich obair Ùghdarras na Pàirce an uair sin - fhuair e na cumhachdan reachdail uile aige air 1 Sultain 2003. Tha sinn air ar dealbhadh airson a bhith nar bhuidheann a chuireas rudan an comas, a' brosnachadh obair com -pàirteachais, agus a' toirt ceannas do na com -pàirtichean uile a tha an sàs anns a' Phàirc Nàiseanta. Cha bhi sinn a' dùblachadh obair bhuidhnean eile, mar eisimpleir, na buidhnean iomairt no Dualchas Nàdair na h-Alba, ach nì sinn cinnteach gu bheil dòigh -obrach cheangailte ann airson pròiseactan is iomairtean a tha a' cuideachadh gus na ceithir amasan aig a' Phàirc Nàiseanta a chur an gnìomh.

'S iad na dleastanasan reachdail againn planadh agus leasachadh, ruigsinneachd a - muigh agus a bhith a' cruthachadh Plana Leasachaidh Ionadail agus Plana Com -pàirteachais Pàirc Nàiseanta airson Pàirc Nàiseanta a' Mhonaidh Ruaidh. Tha raointean obrach eile leithid leasachadh eaconamach, stiùireadh luchd -tadhail, soidhnichean slighe agus mìneachadh air an libhrigeadh tro obair com -pàirteachais, le còrr is 100 buidhnean agus comainn air an riochdachadh sa Phlana Com -pàirteachais againn.

Ann am foghlam, tha sinn a' toirt taic do chòig ùghdarrasan ionadail (Siorrachd Obar Dheathain, Aonghas, Comhairle na Gàidhealtachd, Moireibh, agus Peairt is Ceann Rois) agus Foghlam Alba gus pròiseactan a chruthachadh a chuidicheas iad le bhith a' libhrigeadh a' Churraicealam airson Sàr -mhathais agus leasachadh proifeiseanta leantainneach.

Tha sinn cuideachd a' dèanamh ghealltanasan soilleir mu na bhios sinn (Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh) a' libhrigeadh mar bhuidhinn chorpóra tron treas eagan den Phlana Ghàidhlig, agus obraichidh sinn le, agus aontaichidh sinn ri, com -pàirtichean air dè thèid a' libhrigeadh ann am Pàirc Nàiseanta a' Mhonaidh Ruaidh a thaobh na Gàidhlig.

Tha mu 110 neach -obrach agus 19 ball bùird aig Ùghdarras na Pàirce. Tha sinn air ar maoinachadh le Riaghaltas na h -Alba agus bidh Riaghaltas na h -Alba a' taghadh seachdnar de na buill bùird againn. Tha seachdnar bhall eile den bhòrd air an ainmeachadh dha n bhòrd leis na còig comhairlean anns a' Phàirc Nàiseanta: Siorrachd Obar Dheathain (2), Aonghas (1), a' Ghàidhealtachd (2), Moireibh (1) agus Peairt is Ceann Rois (1) - agus chaidh còig a thaghadh gu h -ionadail. Tron bhòrd againn, tha sinn cunntachail dha n Mhinistear agus mar sin do Phàrlamaid na h -Alba. Tha oifisean aig Ùghdarras na Pàirce ann am Baile nan Granddach agus ann am Bealadair.



1.4 Gàidhlig taobh a-staigh na Pàirce Nàiseanta

Tha eachdraidh bheartach aig Pàirc Nàiseanta a' Mhonaidh Ruaidh a thaobh chànanan is dualchais. Thàinig a' Ghàidhlig gu bhith na phrìomh chànan ann an sgìre a' Mhonaidh Ruaidh còrr is 1,000 bliadhna air ais (a' gabhail àite cànan is dualchas nan Cruithneach) agus air sgàth sin tha a' mhòr-chuid de na h-ainmean-àite anns a' Phàirc Nàiseanta nan ainmean Gàidhlig bho thùs. Ach, anns an 18mh is 19th linn, dh'fhàs tòrr dhaoinne ann an sgìre a' Mhonaidh Ruaidh dà-chànanach agus a' Bheurla-Ghallda aca a bharrachd air a' Ghàidhlig. Air taobh an ear na Pàirce Nàiseanta, tha dualchainnt Doric an àite ga bruidhinn gu farsaing agus tha i a' cur ri dualchas is eachdraidh an àite.

A rèir cunntas-sluaigh 2011, 's urrainn do 657 duine a tha trì bliadhna a dh'aois no nas sine a tha a' fuireach anns a' Phàirc Nàiseanta Gàidhlig a bhruidhinn, a leughadh agus/no a thuigsinn, a' mhòr-chuid aca a' fuireach ann am Bàideanach agus Srath Spè (3.6% de shluagh na Pàirce Nàiseanta agus 0.8% de luchd-labhairt uile na Gàidhlig ann an Alba). Thuirt 146 gum biodh iad a' cleachdadh Gàidhlig san dachaigh (0.8% de shluagh na Pàirce Nàiseanta agus beagan nas lugha na cairteal de luchd-labhairt na Gàidhlig san sgìre). Tha a' mhòr-chuid de na daoine sin a' fuireach ann am Bàideanach agus Srath Spè.

A rèir fiosrachaidh a chuir Bòrd na Gàidhlig ri chèile airson na bliadhna acadaimigeach 2021 - 2022, tha 17 Ionadan Tràth-ionnsachaidh Foghlam tro Mheadhan na Gàidhlig ann an sgìre Comhairle na Gàidhealtachd agus aon ann am Peairt is Ceann Rois (a-mach à 55 ionad tràth-ionnsachaidh Gàidhlig air feadh na dùthcha). Chan eil ach aon dhiubh sin – Baile Ùr an t-Slèibh – suidhichte taobh a-staigh crìochan na Pàirce Nàiseanta. Tha 1,081 sgoilear ann am Foghlam tro Mheadhan na Gàidhlig aig ìre na bun-sgoile air a' Ghàidhealtachd, agus 40 ann am Peairt is Ceann Rois. Tha naoinear sgoilearan ann an clas Foghlam tro Mheadhan na Gàidhlig ann am Bun-sgoil Whitehills ann am Farfar, Aonghas. Chan eil foghlam tro mheadhan na Gàidhlig ri fhaighinn ann am Moireibh, no Siorrachd Obar Dheathain aig an àm seo. Tha 13 àrd-sgoiltean a' libhrigeadh Foghlam tro Mheadhan na Gàidhlig ann an Comhairle na Gàidhealtachd agus tha aon àrd-sgoil ann am Peairt is Ceann Rois, le 445 sgoilearan air a' Ghàidhealtachd agus seachdnar sgoilearan ann am Peairt is Ceann Rois. 'S e Ceann a' Ghiùthsaidh an aon sgoil a tha taobh a-staigh crìochan na Pàirce Nàiseanta.

Tha grunn chompanaidhean agus buidhnean saor-thoileach Gàidhlig ag obair anns a' Phàirc Nàiseanta, no faisg oirre, a tha a' tairgse sheirbheisean Gàidhlig no seirbheisean



cultarach na Gàidhlig (tha cuid aca a' faighinn taic agus/no pàirt -mhaoineachadh bho Ùghdarras na Pàirce). Am measg nam buidhnean saor -thoileach anns a' Phàirc Nàiseanta, tha Sinne (Buidheann Ghàidhlig Shrath Spè is Bhàideanach) a bhios a' toirt seachad ta chartasan ionnsachaidh is coinneachaidh airson luchd -ionnsachaidh is fileantaich na Gàidhlig agus Gàidhlig anns a' Phàirc, buidheann iomairt Ghàidhlig. Tha grunn bhuidhnean nàiseanta cuideachd gnìomhach sa Phàirc Nàiseanta, nam measg Fèisean nan Gàidheal, Spòrs Gàidhlig agus An Comunn Gàidhealach.

1.5 Gàidhlig taobh a-staigh Ùghdarras na Pàirce agus mar a bheir sinn taic do chom-pàirtichean

Chuir Lorna Slater BPA (Ministear airson Sgilean Uaine, Eaconamaidh Chearcallach agus Bith-iomadachd) an ceathramh Plana Com-pàirteachais airson Pàirce Nàiseanta a' Mhonaidh Ruaidh airson 2022-27 air bhog a' mìneachadh mar a dh'obraicheas a h-uile duine le uallach airson na Pàirce Nàiseanta còmhla gus dèiligeadh ri cùisean deatamach co-cheangailte ri daoine, nàdar agus àiteachan agus aig a' cheann thall mar a bheir iad aghaidh air èiginnean gnàth-shìde agus nàdair.

Tha trì earrannan anns a' Phlana Com-pàirteachais – Nàdar, Daoine agus Àite – agus taobh a-staigh earrann nan Daoine tha amas sònraichte (B8) a thaobh na Gàidhlig agus mu ar dleastanas reachdail mar bhuidheann poblach:

- Tha a' Ghàidhlig na pàirt de dhualchas chultarail is nàdarra na Pàirce Nàiseanta agus tha pàirt bheothail aice ri chluich san àm ri teachd. Feumar taic a chumail ri cleachdadh leantainneach na Gàidhlig agus a glèidheadh mar chànan agus cultar gnìomhach taobh a-staigh coimhearsnachdan na Pàirce Nàiseanta.

Amas: Brosnaich barrachd cleachdadh na Gàidhlig sa Phàirce Nàiseanta

Targaid: Barrachd chothroman do dhaoine fa leth agus do choimhearsnachdan a bhith a' dol an sàs sa Ghàidhlig agus sa chultar aice.

Tha an treas eagan seo den Phlana Ghàidhlig a' mìneachadh mar a tha sinn an dùil an t-amas seo a choileanadh agus bu chòir a leughadh ann an co-theacs an t-seallaidh, nan amasan agus nam poileasaidhean a tha air am mìneachadh ann am Plana Com-pàirteachais Pàirce Nàiseanta a' Mhonaidh Ruaidh airson 2022-27. Tha amas co-cheangailte (C10 – dualchas cultarail) a' mìneachadh ar dòigh-obrach a thaobh



dualchas cultarail a tha air a stiùireadh leis a' choimhearsnachd agus tha seo a' toirt iomradh sònraichte air Scots / Doraig.

A thaobh libhrigeadh dìreach, tha Ùghdarras na Pàirce agus a chom -pàirtiche Urras a' Mhonaidh Ruaidh air grunn phròiseactan Gàidhlig sònraichte a mhaoineachadh thar nam bliadhnaichean agus tha iad cuideachd air grunn chùrsaichean mothachadh Gàidhlig a ruit h airson seirbheisean maoir -dùthcha, buill a' bhùird, luchd -obrach agus com-pàirtichean. Bidh sinn a' dèanamh suirbhidh co -ionannachd bliadhnail anns a bheil còig ceistean mun Ghàidhlig, agus gheibhear na toraidhean sna [h-aithisgean adhartas Gàidhlig bliadhnail](#) againn:

- Nad bheachdsa, dè an comas leughaidh a th' agad sa Ghàidhlig?
- Nad bheachdsa, dè an comas sgrìobhaidh a th' agad sa Ghàidhlig?:
- Nad bheachdsa, dè an comas labhairt a th' agad sa Ghàidhlig?
- Nad bheachdsa, dè an comas a th' agad gus Gàidhlig a thuigsinn?
- Am biodh tu airson trèanadh fhaighinn a thaobh a bhith a' cleachdadh na Gàidhlig?

Dh'ath-nuadhaich sinn branndaichean na Pàirce Nàiseanta, Ùghdarras na Pàirce agus VisitCairngorms ann an 2023 gus follaiseachd cho-ionann a thoirt dhan Bheurla is dhan Gàidhlig airson a' chiad uair, agus leabaich sinn cleachdadh na Gàidhlig taobh a-staigh nan [stiùiridhean brann](#) ùra againn. Tha seo a' gabhail a-steach a bhith a' dèanamh cinnteach gu bheil suaicheantasan ùra a thèid a chruthachadh le no airson Ùghdarras na Pàirce a' leantainn nam prionnsapalan sin. Chaidh an dòigh-obrach seo a sgaoileadh thairis air an làraich-lìn, na seanailean meadhanan sòisealta, foillseachaidhean agus bileagan, soidhnichean, goireasan bhidio agus na teampalaidhean corporra uile againn.

Air-loidhne, tha sinn air Gàidhlig a chur air còrr is 20 prìomh dhuilleag a' cur air an làraich-lìn againn agus bheir sinn prìomhachas do seo mar phàirt den phròiseact ùr againn gus an làrach-lìn a th-leasachadh. Tha sinn air goireasan Gàidhlig sònraichte a chruthachadh a tha a' comharrachadh [camanachd](#) agus a' brosnachadh gnìomhachasan gus [Gàidhlig a thoirt a-steach do na gnìomhan eadar-mhìneachaidh aca](#), agus tha sinn air an am bun-beachd *Dùthchas* a chur aig cridhe [prògram Monadh Ruadh 2030](#) againn le luach £43 millean. Tha [dàn a chaidh a choimiseanadh airson ar 20^{mh} ceann-bliadhna](#) cuideachd a' gabhail a -steach rann Gàidhlig sònraichte le fòcas air *dùthchas*.



Air na meadhanan sòisealta, tha sinn air fòcas a chur air a bhith a' fighe eadar theangachaidhean Gàidhlig a -steach do roghainn farsaing de na postaichean againn (còrr is 50 sa bhliadhna), a' dèanamh susbaint nas ruigsinniche dhan luchd -èisteachd againn ag us a' brosnachadh an luchd -leantainn againn a bhith ag ionnsachadh agus a' dol an sàs sa chànan. Tha sinn a' toirt iomradh sònraichte air luach na Gàidhlig agus air a' cheangal eadar Pàirce Nàiseanta a' Mhonaidh Ruaidh agus an cànan a thaobh cultar agus du alchas, agus bidh sinn a' toirt seachad goireasan sìmplidh do na com -pàirtichean againn gus an aon rud a dhèanamh. Bidh sinn cuideachd ag obair le ar com -pàirtichean Com -pàirteachas Gnìomhachais a' Mhonaidh Ruaidh agus leis a' choimhearsnachd ionadail gus dualchas cultarail sgìre Bhàideanach (a' gabhail a -steach na Gàidhlig) a chomharrachadh tro làrach -lìn [Badenoch: The Storylands](#) .

Far loidhne, bidh sinn a' cleachdadh shoidhnichean dà -chànanach aig oifisean Ùghdarras na Pàirce air an taobh a -staigh agus a -muigh, air carbadan nam maor -dùthcha, agus air soidhnichean air na rathaidean -iarainn air feadh na Pàirce Nàiseanta. Tha a' bhileag againn mu [Ainmean -àite Gàidhlig](#) a' cuideachadh luchd -còmhnaidh agus luchd-tadhail gus tuigse fhaighinn air dè na h -ainmean -àite aig a bheil tùs Gàidhlig agus na tha iad a' ciallachadh. Tha fèill mhòr air a bhith air an fhoillseachadh seo agus tha sinn air iomadh ath -bhreacadh a dhèanamh oirre airson sgaoileadh air feadh na sgìre. Bidh ro-ràdh sa Ghàidhlig anns na foillseachaidhean reachdail is poileasaidhean uile againn.

Tha a' Ghàidhlig ga comharrachadh tron tionndadh dhà -chànanach den dearbh -aithne brannd againn air feadh na Pàirce Nàiseanta. Tha e air a chleachdadh air grunn diofar chomharraichean air na slighean a -steach dhan Phàirc, agus air panoramathan (tha an dà chuid air an dèanamh is air am maoineachadh le Ùghdarras na Pàirce). Tha fàilte agus beagan teacsa sa Ghàidhlig air na panoramathan a tha air an taisbeanadh ann an ionadan nam maor -dùthcha agus ionadan fiosrachaidh luchd -tadhail cho math ris an fheadhainn an n an coimhearsnachdan. Bheir sinn comhairle agus taic do chom -pàirtichean gus cur ri cleachdadh na Gàidhlig far a bheil seo iomchaidh.

Tha stiùireadh do luchd -obrach mu cleachdadh na Gàidhlig sna gnìomhan làitheil aca mar phàirt de dh'inntigeadh ar luchd -obrach agus bidh trèanadh Gàidhlig ri fhaotainn do luchd-obrach a dh'iarraas e. Tha a' Ghàidhlig air aon de na slatan -tomhais ion -mhiann aichte air sanasan obrach uile Ùghdarras na Pàirce agus tha sinn air grunn inntearnaich Ghàidhlig fhadthar nam beagan bhliadhnaichean a dh'fhalbh gus piosan obrach sònraichte a thoirt air adhart a tha a' comharrachadh a' chànan agus a' chultair cho -cheangailte.



Thoir an aire: mar thoradh air cuideam mòr air a' bhuidseit nuair a chaidh seo a sgrìobhadh, cha b' urrainn do dh'Ùghdarras na Pàirce gealltainn gum biodh àrdachadh san ullachadh airson gach amas agus gnìomh a tha air an ainmeachadh ann an eagraan a trì den Phlana Ghàidhlig seo. Ach, cha deach targaid sam bith a lùghdachadh bhon dàrna eagraan den phlana seo agus – mur a bi am buidseat cho teann anns na bliadhnaichean ri teachd – cuiridh Ùghdarras na Pàirce ri na tha air a dhèanamh a rèir sin.

1.6 Gàidhlig ann an Alba

Ann an Alba air fad, chaidh an àireamh iomlan de dhaoine aois trì no nas sine a chaidh a chlàradh le comas Gàidhlig a bhruidhinn, a leughadh agus/no a thuigsinn an àirde bho 87,056 ann an cunntas-sluaigh 2011 gu 130,000 ann an 2022 (2.4% de shluagh na h-Alba).. Tha an àireamh sa cheud as àirde de dhaoine aig a bheil sgilean Gàidhlig anns na h-Eileanan an Iar; 57% 'S anns an Eilean Sgitheanach, Loch Abair is Bàideanach (a' gabhail a-steach pàirt de Phàirc Nàiseanta a' Mhonaidh Ruaidh) a tha an dàrna ìre as motha aig 12%.

Chaidh an àireamh de dhaoine a b' urrainn an cànan a bhruidhinn, a leughadh agus a sgrìobhadh suas 12,000 gu 44,000 eadar 2011 agus 2022, . Ach an coimeas ri seo, dh'aithris 50,000 nas lugha de dhaoine gun robh comas aca Scots a bhruidhinn, a leughadh agus a sgrìobhadh thairis air an aon àm. Chaidh an àireamh de dhaoine a thuigeas, ach nach eil comasach air Gàidhlig a leughadh, a sgrìobhadh no a bhruidhinn suas bho 23,000 gu 46,000. 'S e tuigse na Gàidhlig a-nis an roinn comais as motha airson a' chànan, a tha air àrdachadh bho 27% gu 36%. Tha an fheadhainn aig a bheil comas Gàidhlig a leughadh, a sgrìobhadh, agus a bhruidhinn a' dèanamh suas mu thrìan (34%) de na daoine a dh'aithris gun robh sgilean Gàidhlig sam bith aca ann an 2022, agus tha seo air tuiteam bho 37% ann an 2011.

Ann an cunntas-sluaigh 2022, chaidh faighneachd de luchd-freagairt dè a' phrìomh chànan a th' aca. Dh'fhaodadh luchd-freagairt Beurla a thaghadh, no cànan sam bith eile a chur ann. Sheall seo gun robh Gàidhlig mar phrìomh chànan aig 0.1% de dhaoine a bha nas sine na dà bhliadhna a dh'aois. Cha b' e buileach an aon cheist a chaidh fhaighneachd ann an cunntas-sluaigh 2011, a dh'fhaighnich an robh cànan sam bith seach Beurla ga chleachdadh san dachaigh. Sheall seo gum biodh 0.5% de dhaoine nas sine na dà bhliadhna a dh'aois a' cleachdadh na Gàidhlig san dachaigh.



Fhuair [Suirbhidh Beachdan Sòisealta na h -Alba](#) 2021 a -mach gu bheil an cuibhreann de dhaoine 'as urrainn facal no dhà' a ràdh sa Ghàidhlig air dùblachadh san 10 bliadhna bho 2012 gu 2022, bho 15% gu 30%. Aig an aon àm fhuair [suirbhidh de chòrr is 1,100 neach òg airson Young Scot](#) a-mach gun robh ùidh aig 59% de dhaoine òga aig nach robh Gàidhlig ann a bhith ag ionnsachadh a' chànain, suas 10% bho 2020. Ged a tha na h-àireamhan seo air an tarraing à sampall mòran nas cumhainge na an cunntas - sluaigh, tha iad a' sealltainn deagh thre and ann an taic dhan Ghàidhlig.

Chan eil figear ùghdarrasail ann airson àireamh an luchd -ionnsachaidh inbheach nach eil fileanta; ach, a rèir sgrùdadh a rinneadh do Bhòrd na Gàidhlig ann an 2016 bhathar a' toirt tuairmse gun robh 3,467 ann an Alba. Tha còrr is 5,000 sgoilearan bun -sgoile agus àrd -sgoile ann am foghlam tro mheadhan na Gàidhlig gu nàiseanta aig an àm seo, le 1,000 pàiste eile ann an sgoiltean -àraich tro mheadhan na Gàidhlig. Ann am Foghlam tro mheadhan na Beurla, tha còrr is 3,000 sgoilear a' dèanamh na Gàidhlig mar chuspai r san àrd -sgoil gach bliadhna eadar ÀS1 agus ÀS6. Bidh tòrr chloinne ann an sgoiltean tro mheadhan na Beurla ag ionnsachadh na Gàidhlig mar Chànan 2 no Cànan 3 gach bliadhna.

1.7 Achd na Gàidhlig (Alba) 2005

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

'S e fear de na prìomh fheartan ann an Achd 2005 gu bheil ullachadh ann a tha a' toirt comas do Bhòrd na Gàidhlig toirt air ùghdarrasan poblach planaichean Gàidhlig a dheasachadh. Chaidh an t-ullachadh seo a chur ann gus dèanamh cinnteach gun dèan an roinn phoblach ann an Alba oidhirp gus an seas a' Ghàidhlig, le bhith a' togail inbhe is ìomhaigh na Gàidhlig agus le bhith a' cruthachadh chothroman practaigeach gus a cleachdadh.

Is e an sgrìobhainn seo an treas eagan de Phlana Gàidhlig Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh a chaidh a dheasachadh taobh a-staigh frèam Achd na Gàidhlig (Alba) 2005. Tha e a' cur an cèill mar a chleachdas sinn Gàidhlig san obair againn agus mar a nì sinn cleachdadh na Gàidhlig comasach nuair a bhios sinn a' conaltradh ris a'



phoball is ris na prìomh chom -pàirtichean againn, agus mar a bhrosnaicheas agus a leasaicheas sinn a' Ghàidhlig.

Thathar air Plana Gàidhlig an Ùghdarras a chur ri chèile a rèir nan slatan -tomhais reachdail anns an Achd, le mothachadh air Plana Nàiseanta na Gàidhlig is air an Stiùireadh air Deasachadh Phlanaichean Gàidhlig.

Tha Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh ag aithneachadh gu bheil Gàidhlig na pàirt bhunaiteach de dhualchas, fèin -aithne is cultar na h -Alba agus na Pàirce Nàiseanta. Tha sinn ag aontachadh ri amasan ro -innleachdail Plana Nàiseanta na Gàidhlig agus tha sinn air na structaran is iomairtean a chur air dòigh a tha a dhìth gus dèanamh cinnteach gum bi a' Ghàidhlig seasmhach ann an Alba agus ann am Pàirc Nàiseanta a' Mhonaidh Ruaidh san àm ri teachd.

Tha sinn ag aithneachadh gu bheil suidheachadh na Gàidhlig anabarrach cugallach agus ag aithneachadh ma tha Gàidhlig gu bhith air a h -ath -bheothachadh mar chànan beò ann an Alba, gu bheil feum air oidhirp cho -phàirteach aig an riaghaltas, na roinnean poblach is prìobhaideach, buidhnean coimhearsnachd agus luchd -labhairt fa leth gus:

- Cuir ri inbhe na Gàidhlig.
- Brosnaich Ionnsachadh is togaill na Gàidhlig
- Brosnaich meudachadh air cleachdadh na Gàidhlig.

1.8 Plana Nàiseanta na Gàidhlig

Tha taic Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh ri lèirsinn Plana Nàiseanta na Gàidhlig airson 2023-28, a tha ag amas air: Leudachadh a ghabhas tomhas san àireimh dhaoine a tha a' bruidhinn, ag ionnsachadh, a' cleachdadh agus a' toirt taic dhan Ghàidhlig. Tha sinn gu mòr airson an lèirsinn seo a choileanadh le bhith a' cuimseachadh ar cuid obrach air trì prìomh raointean, mar a chaidh aontachadh le Bòrd na Gàidhlig:

- **A' meudachadh cleachdadh na Gàidhlig** taobh a-staigh na buidhne againn agus a' brosnachadh barrachd dhaoine gus a' Ghàidhlig a chleachdadh nas trice nuair a bhios iad a' conaltradh ruinn
- **A' cur ris na cothroman aig daoine a bhith ag ionnsachadh na Gàidhlig** mar phàirt den obair làitheil againn.



- **A' brosnachadh iomhaigh fhàbharach dhan Ghàidhlig** far an gabh seo dèanamh mar phàirt den obair làitheil againn mar bhuidheann, agus a' brosnachadh daoine/buidhnean eile san lionra againn gus an aon rud a dhèanamh.

1.9 In-sgrùdadh air comas cànanain

Tha geàrr-chunntas air obair làithreach Ùghdarras na Pàirce a thaobh na Gàidhlig ann an earrann 1.4 gu h-àrd. Bidh Ùghdarras na Pàirce a' dèanamh sgrùdadh bliadhnaile air na comasan-libhrigidh Gàidhlig làithreach, agus chaidh feart a thoirt air na toraidhean nuair a bhathar a' cruthachadh ghealltanasan sa phlana seo. Tha na co-dhùnaidhean cuideachd air ar cuideachadh le bhith ag obrachadh a-mach mar a stèidhichear, a chumar suas no a leasaichear ar cleachdaidhean gus cleachdadh na Gàidhlig a thoirt air adhart.

Tha sinn ag aithneachadh gu bheil a' Ghàidhlig na pàirt bhunaiteach de dhualchas, fèin-aithne is cultar na h-Alba agus na Pàirce Nàiseanta, agus tha sinn air aontachadh mar-thà grunn ghnìomhachdan a dhèanamh le luchd-obrach, com-pàirtichean agus leis a' phoball, a bhios a' cur air adhart na Gàidhlig agus a cultar. Tha na h-oifisean againn a' taisbeanadh an dealais a th' againn agus a' togail aire mun Ghàidhlig. Tha na bùird-fàilteachaidh againn ann an oifis Bhaile nan Granndach agus Bhealadair a' cleachdadh an t-suaicheantais dhà-chànanaich agus tha beagan teacsa orra sa Ghàidhlig, agus tha co-ionannachd faicsinneachd aig Beurla agus Gàidhlig sna seòmraichean-coinneachaidh uile againn. Tha am brannd dà-chànanaich air an raca bhileagan againn do luchd-tadhail agus tha lethbhreacan de [bhileag mu Ainmean-àite Gàidhlig](#) rim faighinn ann. Tha èideadh agus carbadan nam maor-dùthcha againn a' gabhail a-steach na Beurla agus na Gàidhlig le co-ionannachd follaiseachd.

Tha an sgrùdadh bliadhnaile againn air comasan Gàidhlig a' sealltainn nach eil neach-obrach sam bith againn a tha fileanta / meadhanach sa Ghàidhlig, ged a tha aon neach ag ràdh gu bheil comas meadhanach aca ann an leughadh a' chànain. Tha sianar luchd-obrach ag ràdh gu bheil comas 'air choireigin' aca agus 32 gu bheil 'beagan' comais aca air Gàidhlig a leughadh, le còignear ag ràdh gu bheil comas 'air choireigin' aca air Gàidhlig a sgrìobhadh agus ochdnar agus ràdh gu bheil comas 'air choireigin' aca a bruidhinn. Nuair a chaidh Gàidhlig a thabhann mar chùrsa trèanaidh aig deireadh 2023, chlàraich 40 neach-obrach (còrr is 1/3 den luchd-obrach againn) airson ceithir



seiseanan eadar -dhealaichte, a' sealltainn gu bheil dealas farsaing dhan chànan am measg ar luchd -obrach.

Bidh Ùghdarras na Pàirce a' maoinachadh agus a' ruith grunn phròiseactan, cùrsaichean trèanadh agus tachartasan a bhios a' brosnachadh, a' leasachadh agus a' toirt fàs air a' Ghàidhlig agus a cultar, an dà chuid airson luchd -obrach agus airson a' phobail I. Tha sinn air trèanadh Gàidhlig a thairgsinn tro mheasgachadh de phrògraman sna beagan bliadhnaichean mu dheireadh, a' gabhail a -steach pròiseact nam maor saor-thoileach, trèanadh luchd -obrach is bùird agus pròiseas inntrigidh nam maor - dùthcha. Chaidh g oireasan Gàidhlig a chruthachadh cuideachd airson sgioba nam maor -dùthcha, a' gabhail a -steach beag -fhaclair feumail de bhriathran cudromach.

Bithear a' tairgse cothroman trèanadh agus ionnsachadh na Gàidhlig a bharrachd do luchd-obrach tron t -sistam measaidh againn agus cumaidh sinn oirnn a bhith a' brosnachadh is a' tairgse nan cothroman seo nuair a dh'èiricheas iad. Chaidh stiùireadh mun Ghàidhlig a thoirt dhan luchd -obrach air fad, a' gabhail a -steach stiùireadh mu bhith a' dèiligeadh ri ceistean a gheibhear sa Ghàidhlig gus taic is misneachd a thoirt do luchd-obrach a thaobh a bhith a' cleachdadh na Gàidhlig. Gu ruige seo, tha sinn air dèiligeadh ri dà cheist anns a' Ghàidhlig agus fhreagair sinn iad taobh a -staigh nan amannan freagairt àbhaisteach againn.

Tha am poileasaidh fastaidh is taghaidh ag ràdh: 'Bu chòir eòlas air cànanan traidiseanta na Pàirce Nàiseanta mar a' Ghàidhlig a bhith na bhuannachd far am bi e na chuideachadh gus cur gu h -èifeachdach ri amasan a' Phlana Com -pàirteachais. Far a bheil ìre shònraichte de sgilean Gàidhlig mar phàirt den tuairisgeul obrach, bu chòir an dreuchd a bhith air a sanasachd gu dà -chànanach.

Gu ruige seo, chaidh sia obraichean a shanasachd far an robh Gàidhlig na buannachd, ach cha robh tagraiche sam bith ann aig an robh Gàidhlig. Cha deach obair sam bith a shanasachd mar 'Ghàidhlig riatanach' oir cha robh obair sam bith ann far an robh seo riatanach. Tha sgrùdadh air comasan Gàidhlig air foirmean iarrtais air a bhith an sàs bhon Chèitean 2015. Cha d' fhuaras foirm -iarrtais sam bith sa Ghàidhlig gu ruige seo.

Bidh sinn a' cumail sùil air agus a' measadh nan gnìomhachdan Gàidhlig uile, a' gabhail a-steach stuthan corporra agus soidhnichean Gàidhlig agus dà -chànanach, foillseachaidhean, susbaint lìn, stuthan taic, stuthan foghlaim, tachartasan, meadhanan is meadh an sòisealta agus pròiseactan foghlaim, mar eisimpleir, Duais Iain Muir a tha ri fhaighinn anns a' Ghàidhlig.



Tha Urras a' Mhonaidh Ruaidh air taic a thoirt do ghrunn phròiseactan Gàidhlig thairis air na beagan bhliadhnaichean mu dheireadh, a' gabhail a -steach dà thabhartas Bhuidheann Gnìomha Òigridh do dh'Fhèis Spè agus taic cultar is facal -labhairteach na Gàidhlig tro Badenoch: The Storylands. Tha obair a bharrachd air a ghabhail a -steach san aithisg adhartas bhliadhnail againn a thèid a chur gu Bòrd na Gàidhlig [a bhios air foillseachadh air an làraich -lìn againn](#).



2. Prìomh phrionnsabalan

2.1 Spèis cho-ionann

Fo Achd na Gàidhlig 2005, tha Bòrd na Gàidhlig ag amas air inbhe na Gàidhlig a dhaingneachadh mar chànan oifigeil ann an Alba aig a bheil spèis cho-ionann ris a' Bheurla agus a' leantainn air seo, tha am Bòrd an dùil gun seall ùghdarrasan poblach anns na planaichean aca, mar a thèid am prionnsabala choileanadh agus a chumail suas san obair aca san.

Nì Ùghdarras na Pàirce cinnteach, far a bheil Gàidhlig mar phàirt den obair is de na seirbheisean againn, gu bheil iad aig an aon ìre agus càileachd ris an fheadhainn a bheir sinn seachad sa Bheurla.

2.2 Tairgse Ghnìomhach

Bidh Ùghdarras na Pàirce a' tairgsinn nan seirbheisean Gàidhlig againn gu gnìomhach dhan luchd-obrach againn agus dhan phoball. Nì seo cinnteach, nuair a bhios sinn a' toirt seachad seirbheisean Gàidhlig, gum bi luchd-cleachdaidh na Gàidhlig mothachail gu bheil iad ann, agus gu bheil iad air am brosnachadh gus an cleachdadh. Bheir seo an t-uallach air falbh bhon neach fa leth a bhith ag iarraidh na seirbheis agus bheir e misneachd do luchd na Gàidhlig gun tèid na feumalachdan a choileanadh mas e sin a thaghas iad. Nì sinn cinnteach gu bheil na seirbheisean Gàidhlig againn a cheart cho ruigsinneach ris na seirbheisean Beurla againn.

2.3 Àbhaisteachadh

Nì Ùghdarras na Pàirce cinnteach gum bi cothroman dhan phoball agus dhan luchd-obrach againn gus a' Ghàidhlig a chleachdadh air an àbhaisteachadh, mar tha ic ri amasan Plana Nàiseanta na Gàidhlig.



3. Gealltanasan a' Phlana

3.1 Prìomhachasan Ro-innleachdail:

Às dèidh chòmhradh eadar Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh agus Bòrd na Gàidhlig, chaidh na prìomhachasan ro-innleachdail a leanas aontachadh airson an treas eagraim de Phlana Gàidhlig Ùghdarras na Pàirce:

i. A' cur ri cleachdadh na Gàidhlig:

- Obraich ann an com-pàirteachas le ùghdarrasan ionadail agus buidhnean eile ann an sgìre na Pàirce Nàiseanta gus barrachd chothroman a thoirt do dhaoine òga gus a' Ghàidhlig a chleachdadh.
- Brosnaich luchd-obrach agus luchd-tadhaile gus pàirt a ghabhail ann an iomairt Cleachdi.
- Dèan cinnteach gu bheil freagairtean no fianais sam bith bho Ùghdarras na Pàirce ann an co-chomhairlean mu ath-leasachadh an fearainn a' gabhail a-steach iomraidhean air cleachdadh na Gàidhlig.

ii. A' toirt fàs air ionnsachadh na Gàidhlig

- Cuir ris na goireasan foghlaim Gàidhlig a th'ann mar-thà. Cruthaich a h-uile goireas foghlaim ùr aig Ùghdarras na Pàirce an dà chuid ann an Gàidhlig agus Beurla.
- Cruthaich goireasan Gàidhlig, stèidhichte air dualchas nàdair is cultarail na Pàirce Nàiseanta, ag amas air diofar ìrean de chomas Gàidhlig, sa choimhearsnachd san fharsaingeachd.

iii. A' cur deagh ìomhaigh air adhart airson na Gàidhlig

- Cleachd aontaidhean chom-pàirtichean agus dòighean tabhartais eile le Com-pàirteachas Gnìomhachais a' Mhonaidh Ruaidh, Growbiz, Countryside Learning Scotland agus eile gus dèanamh cinnteach gu bheil a' Ghàidhlig ga cleachdadh ann an obair gus co-obrachadh gnìomhachais a bhrosnachadh agus ann an leasachadh sgìlean uaine is dùthchail.



- Glèidh, àrdaich agus cuir air adhart Gàidhlig is dualchas cultara il Gàidhealach sgìre Ùghdarras na Pàirce airson buannachd luchd-còmhnaidh agus luchd-tadhail.

Amas 1 - a' Cur ri cleachdadh na Gàidhlig:

Prìomhachas Ro -innleachdail:

Gus barrachd dhaoine a bhrosnachadh agus a chomasachadh ann am Pàirc Nàiseanta a' Mhonaidh Ruaidh gus Gàidhlig a chleachdadh nas trice agus ann an raon nas fharsainge de shuidheachaidhean.

Tha sinn a' tuigsinn gu bheil na rudan a leanas a' toirt buaidh air an inbhe a th' aig cànan: an cleachdadh aige san àrainneachd làitheil, an ìre 's gu bheil an cànan air a mheas cudromach agus air fhaicinn a bhith air a mheas cudromach leis na buidhnean sin aig a bheil pàirt cudromach nar beatha làitheil. Tha Ùghdarras na Pàirce a' tuigsinn nach e a-mhàin an àireamh dhaoine aig a bheil Gàidhlig a chur am meud a tha a dhìth gus a' Ghàidhlig a dhèanamh seasmhach san àm ri teachd, ach gum feumar cleachdadh a' chànan a chur am meud cuideachd. Tha sinn a' tuigsinn cho cudromach 's a tha e comas a thoirt do bharrachd daoine Gàidhlig a chleachdadh mar an dòigh conaltraidh as fheàrr leotha agus mar an dòigh conaltraidh àbhaisteach a th'aca ann am farsaingeachd de ghniomhan làitheil.

Suidheachadh làithreach:

A rèir cunntas-sluaigh 2011, 's urrainn do 657 duine a tha trì bliadhna a dh'aois no nas sine a tha a' fuireach anns a' Phàirc Nàiseanta Gàidhlig a bhruidhinn, a leughadh agus/no a thuigsinn, a' mhòr-chuid aca a' fuireach ann am Bàideanach agus Srath Spè.

Bidh sinn ag obrachadh leis na còig ùghdarrasan ionadail ann am Pàirc Nàiseanta a' Mhonaidh Ruaidh: (Siorrachd Obair Dheathain, Aonghas, Comhairle na Gàidhealtachd, Moireibh agus Peairt is



Cheann Rois) gus dòighean a chomharrachadh anns an urrainn dhan treas eagan den Phlana Ghàidhlig againn cur ri prìomhachasan aig com-pàirteachasan planaigh coimhearsnachd, aontaidhean buil singilte agus anns na planaichean Gàidhlig aca fhèin. Tron phrògram againn Badenoch: The Storylands tha sinn air a' Ghàidhlig agus a cultar a chomharrachadh, a' gabhail a -steach an t -sreath thionnsgalaich ùir [Storylands Sessions](#). Faic [na h-Aithisgean Adhartais againn air a' Phlana Ghàidhlig](#) airson barrachd fiosrachaidh.

Gnìomhan / clàr -ama:

a) Obraich ann an com -pàirteachas le ùghdarrasan ionadail agus buidhnean eile ann an sgìre na Pàirce Nàiseanta gus barrachd chothroman a thoirt do dhaoine òga gus a' Ghàidhlig a chleachdadh.

Aon ghoireas air a chruthachadh gach bliadhna den phlana seo, far a bheil feumalachdan sònraichte air an comharrachadh le com -pàirtichean agus /no le Ùghdarras na Pàirce

b) Brosnaich luchd -obrach agus luchd -tadhail gus pàirt a ghabhail ann an iomairt Cleachdi

Brosnaich an iomairt gu sònraichte gach bliadhna ann an co -cheangail ri Seachdain na Gàidhlig

c) Dèan cinnteach gu bheil freagairtean no fianais sam bith bho Ùghdarras na Pàirce ann an co -chomhairlean mu ath -leasachadh an fearainn a' gabhail a -steach iomraidhean air cleachdadh na Gàidhlig.

Bheir freagairt Ùghdarras na Pàirce iomraidhean air cleachdadh na Gàidhlig nuair a thèid co -chomhairle a chumail air Bile Ath -leasachadh an Fhearainn, agus ann an co -chomhairle iomchaidh sam bith eile às dèidh 2025

d) Obraich còmhla ri iomairt na Gàidhealtachd is nan Eilean gus [sreath de sgrùdaidhean cùise agus goireasan](#) a bhrosnachadh airson buidhnean com -pàirteachais, gnìomhachasan ionadail agus



buidhnean foghlaim a chleachdas iad agus às am faigh iad buannachd.

Ceangal ann ri goireasan a tha mar phàirt de làrach -lìn ùir na Pàirce Nàiseanta, nithear brosnachadh gach bliadhna, agus nuair a thèid goireasan ùra a chruthachadh.

e) Maoineachadh a sholarachadh, tro eadar -obrachadh le Urras a' Mhonaidh Ruaidh, do phròiseactan a tha a' toirt taic do dhualchas cultarach na Gàidhlig agus/no ag oideachadh no a' togail sgilean a dh'ionnsaigh glèidheadh agus leasachadh dualchas na Gàidhlig. Cuirtean maoineachaidh cunbhalach tro bheatha còig bliadhna a' phlana

f) A' Ghàidhlig a thoirt a -steach do na factaran maoineachaidh airson sgeama tabhartais gnàth -shìde, a tha air a stiùireadh leis a' choimhearsnachd, mar phàirt de Mhonaidh Ruaidh 2030.

Bidh na dearbh shuimeannan a thèid a thoirt seachad diofraichte oir is e sgeama co-dhealbhaichte a tha seo, ach bidh a' Ghàidhlig air a gabhail a -steach mar shlat -tomhais ion -mhiannaichte san sgeama mu dheireadh. Maoineachadh gu bhith ann bho dheireadh 2024 / tràth ann an 2025

Amas 2 - a' toirt fàs air ionnsachadh na Gàidhlig:

Prìomhachas Ro -innleachdail:

Gus obrachadh còmhla ri prìomh chom -pàirtichean agus solaraichean gus ionnsachadh na Gàidhlig a leudachadh thar nan còig sgìrean ùghdarras ionadail uile ann am Pàirc Nàiseanta a' Mhonaidh Ruaidh.

Tha sinn a' gabhail ris ma tha a' Ghàidhlig gu bhith seasmhach san àm ri teachd gum feumar àrdachadh a thoirt air an àireamh dhaoine as urrainn an cànan a bhruidhinn. Tha sinn cuideachd mothachail air cho cudromach 's a tha foghlaim, trèanadh agus ionnsachadh fad-beatha gus an t-amas seo a choileanadh agus – ged nach eil smachd dìreach aig Ùghdarras na Pàirce air a' mhòr-chuid de



libhrigeadh foghlaim taobh a -staigh na Pàirce Nàiseanta – tha sinn dealasach a thaobh a bhith ag obair le com -pàirtichean san roinn phoblaich, san roinn phrìobhaidich agus san treas roinn gus ar pàirt a chluich.

Suidheachadh làithreach: Tha foghlam bun -sgoile, àrd -sgoile agus treas -ìre taobh a -muigh raon -ùghdarras Ùghdarras na Pàirce; ach, is urrainn dhuinn taic a chumail ri foghlam tro raon de phrògraman agus thachartasan com -pàirteachaidh poblach, a bharrachd air a bhith a' cruthachadh h ghoireasan agus stuthan far a bheil feum air seo. Faic [na h-Aithisgean Adhartais air a' Phlana Ghàidhlig againn](#) airson barrachd fiosrachaidh.

Gnìomhan / clàr -ama:

a) Cuir ris na goireasan foghlaim Gàidhlig a th' ann mar -thà. Cruthaich a h -uile goireas foghlaim ùr aig Ùghdarras na Pàirce an dà chuid ann an Gàidhlig agus Beurla.

Lèirmheas de ghoireasan làithreach gu bhith air a dhèanamh ro dheireadh 2024, prògram de dh'ùrachaidhean / cruthachadh stuthan ùra bho 2025 (trì air an cruthachadh thairis air beatha a' phlana)

b) Cruthaich goireasan Gàidhlig, stèidhichte air dualchas nàdair is cultarail na Pàirce Nàiseanta, ag amas air diofar ìrean de chomas Gàidhlig, sa choimhearsnachd san fharsaingeachd.

Trì goireasan Gàidhlig air an cruthachadh thairis air beatha a' phlana

c) Thoir seachad trèanadh ann an Gàidhlig agus a cultar do riochdairean coimhearsnachd taobh a -staigh na Pàirce Nàiseanta.

Trèanadh cànan is cultair gu bhith air a thabhann gu leth - bhliadhnail mar phàirt den lìonra dualchas cultarail bho 2025.

d) Figh eileamaidean Gàidhlig a -steach dhan obair brosnachaidh airson prìomh thachartasan agus ghnìomhachdan na Pàirce Nàiseanta.

Gàidhlig gu bhith mar phàirt den prògram de thachartasan



roadshow coimhearsnachd air an libhrigeadh le Cairngorms 2030 – eadar 10 agus 15 dhiubh sa bhliadhna

e) Thoir a' Ghàidhlig a -steach do ghoireasan a chuidicheas gus èiginn an nàdair agus na gnàth -shìde a mhìneachadh mar phàirt de phròiseact ionnsachaidh agus foghlaim gnàth -shìde a' Mhonadh Ruaidh 2030.

Goireas sònraichte gu bhith ann, a' gabhail a -steach na Gàidhlig ro dheireadh 2025

f) Obraich ann an com -pàirteachas le sgioba foghlaim Ùghdarras Pàirc Nàiseanta Loch Laomainn agus nan Tròisichean gus leantainn air adhart a' brosnachadh goireas [Literary Landscapes](#) air-loidhne.

An goireas gu bhith air a ghluasad gu làrach -lìn ùr na Pàirce Nàiseanta agus gu bhith air ùrachadh ann an 2025/26

g) Obraich còmhla ri Buidheann Ionnsachadh air a' Bhlàr a -muigh aig Riaghaltas na h -Alba (*SGOLG - Scottish Government Outdoor Learning Group*) gus toraidhean a tha sònraichte dhan Ghàidhlig a chruthachadh.

Aon toradh a bhuineas dhan Ghàidhlig rè còig bliadhnaichean a' phlana

h) Dèan conaltradh le buidhnean foghlaim Gàidhlig a tha ag obair sa Phàirc Nàiseanta agus cùm taic ri lìonra nas fharsai nge de luchd -cleachdaidh tron lìonra dualchais chultarail ùr againn.

Conaltradh tòiseachail gu bhith air a dhèanamh sa chiad bhliadhna den phlana seo, lìonra dualchas cultarach gu bhith air a chruthachadh ann an 2025 -26.

i) Brosnaich na goireasan Duais Iain Muir againn tro Bhun -sgoil Bhaile Ùr an t -Slèibh agus sgoiltean eile aig a bheil ùidh.

Duais Iain Muir Ghàidhlig ath -dhealbhaichte gu bhith air a cur air bhog ann an 2025



Amas 3 - A' cur deagh ìomhaigh air adhart airson na Gàidhlig

Prìomhachas Ro -innleachdail:

Ìomhaigh fhàbharach a bhrosnachadh dhan Ghàidhlig air feadh Pàirce Nàiseanta a' Mhonaidh Ruaidh agus com -pàirtichean a bhrosnachadh gus an aon rud a dhèanamh.

Tha a bhith a' brosnachadh ìomhaigh fhàbharach dhan Ghàidhlig ro-chudromach airson a bhith a' cur ri inbhe agus tarraing na Gàidhlig an dà chuid ann an Alba agus thall thairis; rud air an deach cuideam a chur ann am Plana Nàiseanta na Gàidhlig.. Nì sinn cinnteach gu bheilear a' cur luach air a' Ghàidhlig agus gu bheilear ag aithneachadh na tha i a' cur ri beatha shòisealta, chultarail agus eaconamach na Pàirce Nàiseanta (agus na dùthcha gu lèir), an dà chuid taobh a-staigh toraidhean Ùghdarras na Pàirce agus ann an toraidhean ar com-pàirtichean.

Tha sineirgidhean soilleir an seo le amasan 1 agus 2 a thaobh a bhith a' cur ri cleachdadh agus ionnsachadh na Gàidhlig, ach tha sinn mothachail gu bheil àite sònraichte aig Ùghdarras na Pàirce agus a chom-pàirtichean ann a bhith a' comharrachadh na Gàidhlig agus a cultar is dualchas agus a bhith a' togail mothachadh am measg luchd-còmhnaidh, luchd-tadhail agus luchd-ùidh eile ann an co-theacs a' Mhonaidh Ruaidh.

Suidheachadh làithreach: Bidh Ùghdarras na Pàirce a' brosnachadh ìomhaigh fhàbharach dhan Ghàidhlig tro shreath de ghoireasan sònraichte air an làraich-lìn againn (a' gabhail a-steach goireas eadar-ghnìomhach [Slighe na Camanachd](#) eadar-ghnìomhach agus [Inneal](#)

[Eadar-mhìneachadh Dualchais](#)), foillseachaidhean leithid bileag nan [Ainmean-àite Gàidhlig](#) againn, agus susbaint Ghàidhlig chunbhalach air na meadhanan sòisealta againn.

Bidh sinn cuideachd a' tabhann trèanadh Gàidhlig do luchd-obrach



gach dà bhliadhna agus tha sinn air goireas le teirmean is abairtean cudromach a chruthachadh airson maoir -dùthcha air feadh na Pàirce Nàiseanta as urrainn dhaibh cleachdadh mar phàirt den obair làitheil aca. Bidh sinn a' brosnachadh com -pàirtichean gus c othrom a ghabhail air na goireasan a th' ann mar -thà agus taic a thoirt dhaibh gus na goireasan aca fhèin a chruthachadh. Faic [na h-Aithisgean Adhartais air a' Phlana Ghàidhlig againn](#) airson barrachd fiosrachaidh.

Gnìomhan / clàr -ama:

a) Aontaidhean com -pàirteachais agus dòighean tabhartais eile a chleachdadh le prìomh chom -pàirtichean gus dèanamh cinnteach gu bheil a' Ghàidhlig ga cleachdadh ann an obair gus co - obrachadh gnìomhachais a bhrosnachadh agus ann an leasachadh sgilean uaine is dùthchail.

Aontaidhean com -pàirteachais agus duaisean tabhartais air an ùrachadh gach bliadhna / gach sia mìosan, a rèir aithris chom -pàirtichean; Gàidhlig gu bhith air a cur ris mar nì àbhaisteach taobh a-staigh teamplaidean thabhartasan, le riatanas an soilleir air an stèidheachadh stèidhichte air ìre maoineachaidh, amasan agus builean

b) Glèidh, àrdaich agus cur air adhart Gàidhlig is dualchas cultarail na Pàirce airson buannachd luchd -còmhnaidh agus luchd -tadhail.

Prògram bliadhnail de ghnìomhachd conaltraidh is com -pàirteachaidh gu bhith ann le adhartas air aithris do Bhòrd na Gàidhlig gach bliadhna. Fòcas sònraichte air dualchas cultarail anns na goireasan, a' gabhail a -steach a bhith a' cruthachadh slighe / clàr-siubhail ùr mu ainmean -àite Gàidhlig ro 2025 agus pròiseact gus an t-eòlas beatha aig daoine a tha air a bhith sa coimhearsnachd bho chionn fhada a ghlacadh

c) Obraich còmhla ri Bòrd na Gàidhlig agus com -pàirtichean iomchaidh eile (m.e. Alba Chruthachail) gus ealain is cultar na Gàidhlig fhisge a -steach dhan phròiseact ealain is cultair



coimhearsnachd mar phàirt de Cairngorms 2030.

Bidh am pròiseact air a stiùireadh leis an luchd -ealain fhèin ach bidh sinn a' dol an sàs le luchd -cruthachail na Gàidhlig sa phròiseas seo agus a' coimhead air dleastanas ealain coimhearsnachd mar phàirt den phròiseact. Cruthaich co -dhiù aon ghoireas Gàid hlig mar phàirt den phrògram còig bliadhna

d) Dèan cinnteach gun lean na pròiseactan com -pàirteachais againn orra a' comharrachadh na Gàidhlig agus a cultar taobh a -staigh co -theacs a' Mhonaidh Ruaidh, m.e Ba denoch: The Storylands, Cairngorms 2030 is mar sin air adhart.

Prògram bliadhnail de ghnìomhachd conaltraidh is com -pàirteachaidh gu bhith ann le adhartas air aithris do Bhòrd na Gàidhlig gach bliadhna. Cruthaich co -dhiù aon ghoireas Gàidhlig ùr thairis air a' phrògram còig bliadhna

e) Obraich còmhla ri VisitScotland agus com -pàirtichean gus an Ro-innleachd Turasachd Ghàidhlig ùr a libhrigeadh, gu sònraichte a bhith a' dèanamh cinnteach gu bheil a' Ghàidhlig na pàirt riatanach de thairgse turasachd na h -Alba.

Chaidh Ro-innleachd turasachd Gàidhlig ùr fhoillseachadh sa Ghearran 2024. Bidh builean ri libhrigidh a thaobh na Gàidhlig mar phàirt de dh'aonta tabhartais leis a' chom -pàirtiche margaidheachd cinn-uidhe, Com-pàirteachas Gniomhachais a' Mhonaidh Ruaidh. A ' Ghàidhlig gu bhith na pàirt de gach iomairt **margaidheachd chom -pàirtichean**

f) Bidh Ùghdarras na Pàirce a' cleachdadh agus a' co -roinn dàta rannsachaidh margaidh iomchaidh gus cur ri mothachadh air an luach a tha luchd -tadhail a' cur air cànan is du alchas na Gàidhlig taobh a -staigh na Pàirce Nàiseanta, m.e. tro ar lionra de 200+ luchd -glèidhidh cùmhnant -brannnd.

Cuairt-litrichean gach sia mìosan gu luchd -glèidhidh cùmhnant -brannnd; toraidhean rannsachaidh ùra air an co -roinn nuair a bhios



iad rim faighinn, a' gabhail a -steach bho chom -pàirtichean leithid Àrainneachd Eachdraidheil Alba agus VisitScotland

3.2 Amasan seirbheisean corporra

A bharrachd air na seachd prìomhachasan ro-innleachda il, shuidhich am Bòrd na h-amasan seirbheis corporra a leanas airson Ùghdarras na Pàirce:

iv. Inbhe

- Suaicheantas agus branndadh - amas an suaicheantas corporra agus am branndadh a thoirt seachad an dà chuid ann an Gàidhlig agus Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ùrachaidh sam bith. Bu chòir dhan t-suaicheantas an aon ìre follaiseachd a thoirt dhan dà chànan.
- Bidh soidhnichean a' gabhail a-steach Gàidhlig agus Beurla mar phàirt de phròiseas ùrachaidh sam bith.

v. Conaltradh leis a' phoball

- Brosnachadh - teachdaireachdan brosnachail agus cunbhalach gu bheil ar daonnan a' cur fàilte air conaltradh bhon phoball anns a' Ghàidhlig.
- Conaltradh sgrìobhte - fàilte ga chur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir poileasaidh àbhaisteach na buidhne.
- Fàilteachas is fòn – far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic gus seo a dhèanamh agus thèid sanasachd a dhèanamh air an t-seirbheis dhan phoball. Mura h-eil luchd-obrach ann gus an t-seirbheis seo a libhrigeadh, thèid comas a thogail tro thrèanadh agus fastadh.
- Coinneamhan poblach – tha cothroman gus coinneamhan poblach a chumail gu dà-chànanach no sa Ghàidhlig gan sireadh agus gam brosnachadh gu cunbhalach. Ann an àiteachan far a bheil an àireamh sa cheud no an àireamhan de luchd-labhairt na Gàidhlig nas àirde, bithear a' sùileachadh gun obraichear a dh'ionnsaigh seo mar nì àbhaisteach.

vi. Fiosrachadh



- Fiosan naidheachd – bithear a’ cuairteachadh fhiosan naidheachd àrd-inbhe agus a h-uile fios naidheachd co-cheangailte ri Gàidhlig an dà chuid sa Ghàidhlig agus sa Bheurla.
- Meadhanan sòisealta - tha susbaint Ghàidhlig air a sgaoileadh gu cunbhalach tro na meadhanan sòisealta, ag obair a dh’ionnsaigh meadhanan sòisealta a tha gu tur dà-chànanach.
- Làrach-lìn – bu chòir susbaint a bhith ri fhaighinn air làrach-lìn Ùghdarras na Pàirce, le cuideam air na duilleagan a dh’fhaodadh an àireamh as motha de dhaoine fhaicinn; ag obair a dh’ionnsaigh làrach-lìn gu tur dà-chànanach Ann an àiteachan far a bheil an àireamh sa cheud no an àireamhan de luchd-labhairt na Gàidhlig nas àirde sa choimhearsnachd, bithear a’ sùileachadh gun obraichear a dh’ionnsaigh seo mar nì àbhaisteach.
- Foillseachaidhean Corporra - air an dèanamh ann an Gàidhlig is Beurla, le prìomhachas air an fheadhainn a dh’fhaodadh a bhith air an leughadh leis an àireimh as motha de dhaoine agus a bheir a’ bhuaidh as motha.
- Cànan - tha pròiseas an sàs gus dèanamh cinnteach gu bheil càileachd agus ruigsinneachd na Gàidhlig anns an fhiosrachadh corporra aig ìre àrd.
- Taisbeanaidhean - bu chòir coimhead air cothroman gus taisbeanaidhean poblach a libhrigeadh gu dà-chànanach no sa Ghàidhlig gu cunbhalach, le prìomhachas air a thoirt dhan fheadhainn leis a’ bhuaidh as motha.

vii. Luchd-obrach

- Sgrùdadh taobh a-staigh na buidhne - dèan sgrùdadh de sgilean agus feumalachdan trèanaidh Gàidhlig taobh a-staigh na buidhne rè beatha gach eagan den phlana.
- Inntreigeadh - bidh fios mu phlana Ghàidhlig Ùghdarras na Pàirce agus mu chothroman trèanaidh Gàidhlig air a leabachadh anns an inntreigeadh aig luchd-obrach ùra uile
- Trèanadh cànanain - tha trèanadh is leasachadh ann an sgilean Gàidhlig gu bhith air a libhrigeadh dhan luchd-obrach, gu sònraichte a thaobh a bhith a’ cur an gnìomh plana Gàidhlig Ùghdarras na Pàirce.
- A’ Cleachdadh na Gàidhlig - tha luchd-obrach air am brosnachadh gus Gàidhlig a chleachdadh nan cuid obrach far an gabh sin dèanamh..



- Trèanadh mothachaidh - tha trèanadh mothachaidh Gàidhlig ga libhrigeadh, le prìomhachas ga thoirt do dh'àrd luchd-obrach, prìomh dhaoine eile a nì co-dhùnaidhean agus luchd-obrach a tha a' dèiligeadh gu dìreach leis a' phoball.
- Fastadh - tha sgilean Gàidhlig air an aithneachadh agus air am meas anns a' phròiseas fastaidh air feadh Ùghdarras na Pàirce A' Ghàidhlig air a h-a-inneachadh mar sgil riatanach agus/no buannachdail ann an dealbhan-obrach agus am Plana Gàidhlig a libhrigeadh agus a rèir stiùireadh fastaidh Bhòrd na Gàidhlig. Sanasan-obrach dà-chànanach no sa Ghàidhlig a-mhàin airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.

viii. Corpas na Gàidhlig

- Ghnàthachas Litreachaidh na Gàidhlig - thèid an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig a leantainn anns gach nì sgrìobhte a nì Ùghdarras na Pàirce..
- Ainmean-àite - bithear a' sireadh is a' leantainn comhairle air ainmean-àite Gàidhlig bho Ainmean-Àite na h-Alba.

Amas 4 - inbhe

Buil a thathar ag iarraidh:

Bu chòir do bhrannadh uile na Pàirce Nàiseanta a bhith a' gabhail a -steach an dà chuid Gàidhlig agus Beurla agus a bhith a' toirt follaiseachd cho -ionann dhan dà chànan.

Suidheachadh làithreach:

Chaidh an sreath de bhrannan na Pàirce Nàiseanta ùrachadh ann an 2023, le follaiseachd cho-ionann aig a' Ghàidhlig agus a' Bheurla airson a' chiad uair (faic td 25 den [stiùiridhean brann](#) againn). Mar phàirt den pròiseas seo chaidh suaicheantas an dà-chànanach ùra a chruthachadh airson Ùghdarras na Pàirce, VisitCairngorms (air a ruith le Com-pàirteachas Gnìomhachais a' Mhonaidh Ruaidh) agus Fèis Nàda air a' Mhonaidh Ruaidh. Chaidh pròiseas a chur an gnìomh cuideachd airson Ùghdarras na Pàirce agus a chom-pàirtichean gus dearbh-aithnean brann ùra a chruthachadh, a bhios daonnan a' gabhail a-steach na



Gàidhlig (faic td 39 den stiùireadh).

Gnìomhan / clàr -ama:

a) Cuir cruth air an t -suaicheantas chorporra agus air a' bhrannadh an dà chuid ann an Gàidhlig agus Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ùrachaidh sam bith. Bu chòir dhan t -suaicheantas an aon ìre follaiseachd a thoirt dhan dà chànan.

Bidh an suaicheantas a' nochdadh follaiseachd cho -ionann dhan dà chànan agus nì gach dearbh -aithne brannd ùr a thèid a chruthachadh le no do dh'Ùghdarras na Pàirce an aon rud – faic am pròiseas air a mhìneachadh anns [an stiùireadh brannd ùr](#) againn, a' gabhail a -steach comhairle do chom -pàirtichean agus luchd -gleidhidh cùmhnant -brannd

b) Bidh soidhnichean agus eadar -mhìneachadh a' gabhail a -steach Gàidhlig agus Beurla mar phàirt de phròiseas ùrachaidh sam bith.

Tha seo mar chleachdadh àbhaisteach airson stuthan uile Ùghdarras na Pàirce, agus tha comhairle ga tabhainn do chom -pàirtichean agus luchd-ùidh eile, m.e. buidhnean coimhearsnachd. Susbaint Ghàidhlig gu bhith mar phàirt de shoidhnichean a bharrachd air a b' hith a' cleachdadh an t -suaicheantais dhà -chànanaich

Amas 5 - Conaltradh leis a' phoball

Buil a thathar ag iarraidh:

Bu chòir conaltradh Gàidhlig (sgrìobhte, aghaidh -ri-aghaidh, air -loidhne agus air a' fòn) a bhith air a bhrosnachadh le Ùghdarras na Pàirce.

Suidheachadh làithreach:

Ged nach eil ach beagan daoine aig a bheil Gàidhlig thairis air an luchd-obrach is bòrd againn, tha pròiseasan soilleir ann dhan phoball gus fios a chur thugainn sa Ghàidhlig agus gus an urrainn do dh'Ùghdarras na Pàirce freagairt ann an deagh àm (a'



cleachdadh seirbheisean eadar -theangachaidh earbsach). Chaidh Gàidhlig a chur air prìomh dhuilleagan làrach -lìn na Pàirce Nàiseanta agus thèid prìomhachas a bharrachd a chur air seo mar phàirt de phròiseas ath -leasachadh na làraich -lìn againn ann an 2024/2 5.

Gnìomhan / clàr -ama:

a) Brosnachadh - teachdaireachdan brosnachail agus cunbhalach gu bheil daonnan a' cur fàilte air conaltradh bhon phoball anns a' Ghàidhlig.

Tha pròiseasan an gnìomh gus dèiligeadh ri ceistean Gàidhlig tro litir, post-d, fòn no aghaidh -ri-aghaidh. Thèid duilleag -dachaigh Ghàidhlig a chruthachadh mar phàirt de phròiseas ath -dhealbhadh na làraich -lìn ùir a bharrachd air eadar -theangachadh air prìomh earrainnean, le co -dhiù dà dhuilleag gu bhith air an eadar -theangachadh dhan Ghàidhlig gach bliadhna thairis air còig bliadhna a' phlana seo.

b) fàilte ga chur air conaltradh sgrìobhte sa Ghàidhlig (post, post -d agus meadhanan sòis ealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir poileasaidh àbhaisteach na buidhne.

Mar a chaidh a chur an cèill gu h -àrd

c) Fàilteachas is fòn - far a bheil luchd -obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air an t -seirbheis dhan phoball. Mura h -eil luchd -obrach ann gus an t -seirbheis seo a lìbhrigeadh, thèid comas a thogail tro thrèanadh agus fastadh.

Mar gu h -àrd. Chan eil mòran luchd -obrach ann aig a bheil Gàidhlig aig an àm seo ach tha pròiseasan ann (tro sheirbheisean eadar -theangachaidh earbsach) agus tha thrèanadh Gàidhlig air a thoirt seachad gu leantainneach

d) Coinneamhan poblach - thathar gu tric a' rannsachadh agus a' brosnachadh chothroman gu coinneamhan poblach a chumail san dà chànan no sa Ghàidhlig. Ann an àiteachan far a bheil an



àireamh sa cheud no an àireamhan de luchd -labhairt na Gàidhlig nas àirde, bithear a' sùileachadh gun obraichear a dh'ionnsaigh seo mar nì àbhaisteach.

Tha fàilte Ghàidhlig mar phàirt de phrìomh thachartasan poblach, le roghainn eadar -theangachadh Gàidhlig a bhith ann airson coinneamhan bùird is planaidh

Amas 6 - fiosrachadh

Buil a thathar ag iarraidh:

Tha a' Ghàidhlig na pàirt de phrìomh thoraidhean conaltraidh Ùghdarras na Pàirce, bho fhiosan naidheachd gu susbaint làrach - lìn agus meadhanan sòisealta, foillseachaidhean agus prìomh thachartasan / thaisbeanaidhean.

Suidheachadh làithreach:

Thèid a h-uile fios naidheachd co-cheangailte ris a' Ghàidhlig a chur a-mach an dà chuid ann an Gàidhlig agus Beurla, cho math ri fiosan naidheachd àrd-iomhaigh a tha buntainneach dhan Gàidhlig. Thèid susbaint sna meadhanan sòisealta, air an làraich-lìn agus stuth clò-bhuailte a dhèanamh le eileamaidean Gàidhlig gu cunbhalach. Faic [na h-Aithisgean Adhartais againn air a' Phlana Ghàidhlig](#) airson barrachd fiosrachaidh.

Gnìomhan / clàr -ama:

a) Fiosan naidheachd - bithear a' cuairteachadh fiosan naidheachd àrd -inbhe agus a h -uile fios naidheachd co - cheangailte ri Gàidhlig an dà chuid sa Ghàidhlig agus sa Bheurla.

Thèid a h-uile fios naidheachd co-cheangailte ris a' Ghàidhlig a chur a-mach an dà chuid ann an Gàidhlig agus Beurla, cho math ri fiosan naidheachd àrd-iomhaigh a tha buntainneach dhan Gàidhlig. Thèid Gàidhlig a chur air dà fhios naidheachd choitcheann (nach eil gu sònraichte mun Gàidhlig) gach bliadhna.

b) Meadhanan sòisealta - tha susbaint Ghàidhlig air a sgaoileadh



gu cunbhalach tro na meadhanan sòisealta, ag obair a dh'ionnsaigh meadhanan sòisealta a tha gu tur dà -chànanach. A' Ghàidhlig gu bhith mar phàirt de shusbaint air na meadhanan sòisealta gu cunbhalach (co -dhiù gach mìos)

c) Làrach -lìn – bu chòir susbaint a bhith ri fhaighinn air làrach -lìn Ùghdarras na Pàirce, le cuideam air na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine fhaicinn; ag obair a dh'ionnsaigh làrach -lìn gu tur dà -chànanach Ann an àiteachan far a bheil an àireamh sa cheud no an àire amhan de luchd -labhairt na Gàidhlig nas àirde sa choimhearsnachd, bithear a' sùileachadh gun obraichear a dh'ionnsaigh seo mar nì àbhaisteach.

Thèid Gàidhlig a chur air prìomh dhuilleagan air làrach -lìn làithreach na Pàirce Nàiseanta; thèid barrachd obrach a dhèanamh an 2024/25 mar phàirt de phròiseact ath -leasachaidh na làraich -lìn againn

d) Foillseachaidhean corporra – air an dèanamh ann an Gàidhlig is Beurla, le prìomhachas air an fheadhainn a dh'fhaodadh a bhith air an leughadh leis an àireimh as mot ha de dhaoine agus a bheir a' bhuidh as motha.

Thèid Gàidhlig a chur air na faclan -toisich aig gach foillseachadh, le làn eadar -theangachadh ri fhaotainn airson gach foillseachaidh ma thèid sin iarraidh. Tha an treas eagraan den Phlana Ghàidhlig an dà chuid ann am Beurla agus Gàidhlig

e) Cànan - tha pròiseas an sàs gus dèanamh cinnteach gu bheil càileachd agus ruigsinneachd na Gàidhlig anns an fhiosrachadh chorporra aig ìre àrd.

Pròiseas soilleir an sàs tro sgioba Conaltraidh Ùghdarras na Pàirce, a' cleachdadh seirbheisean eadar -theangachaidh Gàidhlig earbsach

f) Taisbeanaidhean – bu chòir coimhead air cothroman gus taisbeanaidhean poblach a lìbhrigeadh gu dà -chànanach no sa Ghàidhlig gu cunbhalach, le prìomhachas ga thoirt dhan fheadhainn aig am biodh a' bhuidh a bu motha.



Cha bhi Ùghdarras na Pàirce a' cur mòran thaisbeanaidhean poblach air dòigh gu dìreach; ach, nuair a nì sinn sin tha sinn a' gealltainn gun coimhead sin air mar a chleachdadh a' Gàidhlig gu h - ionchaidh.

Amas 7 - luchd-obrach

Buil a thathar ag iarraidh:

Bidh a' Ghàidhlig air a leabachadh aig diofar ìrean den phròiseas fastaidh, inntigidh agus leasachadh proifeiseanta, le sgrùdadh bliadhna air sgilean luchd -obrach a' tachartas gus comasan Gàidhlig taobh an luchd -obrach a thomhas.

Suidheachadh làithreach:

Tha Gàidhlig na pàirt den t-suirbhidh bhliadhna air sgilean luchd-obrach againn agus thathar ag aithris air seo tro [aithisgean adhartais bliadhna air a' Phlana Ghàidhlig](#). Tha pròiseasan an sàs gus Gàidhlig fhisge a-steach do dhiofar thaobhan de phròiseasan fastaidh, inntigidh agus leasachadh proifeiseanta.

Gnìomhan / clàr -ama:

a) Sgrùdadh taobh a -staigh na buidhne - dèan sgrùdadh de sgilean agus feumalachdan trèanaidh Gàidhlig taobh a -staigh na buidhne rè beatha gach eagraan den phlana.

Sgrùdadh air a dhèanamh gach bliadhna agus air aithris mar phàirt de [dh'aithisgean adhartais air a' Phlana Ghàidhlig againn](#).

Cruinnichidh sgrùdaidhean san àm ri teachd fiosrachadh mu iarrtas an luchd-obrach airson trèanaidh sgilean Gàidhlig

b) Inntigeadh – tha fios mun treas eagraan de Phlana Ghàidhlig Ùghdarras na Pàirce agus mu chothroman trèanaidh air am fighe a-steach ann an inntigeadh do luchd -obrach ùr.

Trèanaidh mothachaidh Gàidhlig na phàirt de phròiseas inntigidh an luchd-obrach



c) Trèanadh cànan - tha trèanadh is leasachadh ann an sgilean Gàidhlig gu bhith air an libhrigeadh dhan luchd -obrach, gu sònraichte a thaobh a bhith a' cur an gnìomh plana Gàidhlig Ùghdarras na Pàirce.

Trèanadh sa Ghàidhlig agus a dualchas cultarach gu bhith ga thoirt dhan luchd -obrach gach dà bhliadhna – chaidh a dhèanamh le 40 luchd-obrach ann an R4 de 2023. Trèanadh air a dhealbh gus togail air na chaidh ionnsachadh bho na seiseanan mu dheireadh.

d) Trèanadh mothachaidh - tha trèanadh mothachaidh Gàidhlig ga libhrigeadh, le prìomhachas ga thoirt do dh'àrd luchd -obrach, prìomh dhaoine eile a nì co -dhùnidhean agus luchd -obrach a tha a' dèiligeadh gu dìreach leis a' phoball.

Mar a chaidh a chur an cèill gu h -àrd - thèid coimhead air eileamaidean a thaobh cànan agus dualchas cultaran san aon phasgan trèanaidh

e) Cleachdadh na Gàidhlig – thathar a' brosnachadh luchd -obrach gus a' Ghàidhlig a chleachdadh nan cuid obrach far an gabh sin dèanamh.

Taic air a thabhann leis an sgioba Conaltraidh gus cothrom fhair a ghinn air seirbheisean eadar -theangachaidh proifeiseanta sa Ghàidhlig, agus treòrachadh sìmplidh a bhith rim faighinn, m.e. do sgioba nam maor a' gabhail a -steach prìomh fhaclan is abairtean. Trèanadh Gàidhlig gu bhith a' gabhail a -steach fuaimneachadh a b' harrachd air cho cudromach 's a tha an cànan a thaobh cultar is nàdar.

f) Fastadh – tha sgilean Gàidhlig air an aithneachadh agus air thathar a' cur sùim annta anns a' phròiseas fastaidh air feadh Ùghdarras na Pàirce. A' Ghàidhlig air a h -ainmeachadh mar sgil riatanach agus/no buannachdail ann an dealbhan -obrach gus am Plana Gàidhlig a libhrigeadh agus a rèir stiùireadh fastaidh Bhòrd na Gàidhlig. Sanasan -obrach dà -chànanach no sa Ghàidhlig a -mhàin airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.



Tha Gàidhlig ga chomharrachadh mar sgil riatanach airson prìomh dhreuchdan far a bheil feum air conaltradh leis a' phoball sa Ghàidhlig, agus mar sgil a bhiodh na buannachd anns a h-àite sanas obrach.

Amas 8 - Corpas na Gàidhlig

Buil a thathar ag iarraidh:

Thèid an tionndadh as ùire de Ghnàthachas Litreachadh na Gàidhlig a leantainn anns gach nì sgrìobhte a nì Ùghdarras na Pàirce.

Suidheachadh làithreach:

Pròiseasan stèidhichte an sàs gus dèanamh cinnteach gu bheilear a' cumail ri gnàthasan agus thathar air [bileag Ainmean-àite Gàidhlig](#) a chruthachadh. Bithear a' sireadh agus a' leantainn comhairle bho Ainmean-àite na h-Alba far a bheil sin a dhìth.

Gnìomhan / clàr -ama:

a) Gnàthachas Litreachaidh na Gàidhlig - thèid an tionndadh as ùire de Ghnàthachas Litreachadh na Gàidhlig a leantainn anns gach nì sgrìobhte a nì Ùghdarras na Pàirce.

Mar a chaidh a chur an cèill gu h-àrd

b) Bithear a' sireadh is a' leantainn comhairle air ainmean -àite Gàidhlig bho Ainmean -Àite na h -Alba.

Mar gu h-àrd



4. Ceanglaichean ris an fhrèam-obrach coileanaidh nàiseanta

Tha e na rùn aig Ùghdarras na Pàirce na builean agus amasan ann am Frèam-obrach Riaghaltas na h-Alba a choileanadh. Tha an clàr gu h-ìosal a' comharrachadh mar a chuidicheas na raointean leasachaidh sa Phlana Ghàidhlig againn le a bhith a' libhrigeadh nam builean coileanaidh nàiseanta anns an [Fhrèam-obrach Coileanaidh Nàiseanta](#) ùr a chuir a' Phrìomh Mhinistear air bhog ann an 2018.

- **Clann** - Fàsaidh sinn suas gu sàbhailte le gaol is spèis oirnn gus an coilean sin a' làn chomasan
- **Coimhearsnachdan** - Tha sinn a' fuireach ann an coimhearsnachdan a tha ion-ghabhaltach, cumhachdach, seasmhach is sàbhailte.
- **Cultar** - tha sinn cruthachail agus tha na cultaran beòthail is eadar-mheasgte againn air an cur an cèill, agus a' còrdadh ri daoine, gu farsaing
- **Eaconamaidh** - tha eaconamaidh againn a tha farpaiseach aig ìre an t-saoghail, a tha tionnsgalach, in-ghabhaltach agus seasmhach
- **Foghlam** - Tha deagh fhoghlam is deagh sgilean againn agus tha sinn comasach air cur ris a' chomann-shòisealta
- **Àrainneachd** = Tha sinn a' cur luach agus a' gabhail tlachd nar n-àrainneachd agus tha sinn ga dìon is ga leasachadh



5. Ceanglaichean ri frèam aichean-obrach ionadail agus roinneil

5.1 Prìomhachasan riaghaltais ionadail

Obraichidh sinn leis na còig ùghdarrasan ionadail a tha taobh a-staigh Pàirc Nàiseanta a' Mhonaidh Ruaidh: Siorrachd Obair Dheathain, Aonghas, Comhairle na Gàidhealtachd, Moireibh agus Peairt is Cheann Rois gus dòighean a chomharrachadh anns an urrainn dhan treas eagan den Phlana Ghàidhlig ag inn cur ri prìomhachasan aig Com-pàirteachasan Planaidh Coimhearsnachd, Aontaidhean Buil Shingilte agus anns na Planaichean Gàidhlig aca fhèin.

5.2 Prìomhachasan Plana Com-pàirteachais Pàirc Nàiseanta a' Mhonaidh Ruaidh

Tha [Plana Com-pàirteachais Pàirce Nàiseanta a' Mhonaidh Ruaidh airson 2022-27](#) a' mìneachadh mar a dh'obraicheas a h-uile duine le uallach airson na Pàirce Nàiseanta còmhla gus dèiligeadh ri cùisean deatamach co-cheangailte ri a daoine, nàdar agus àiteachan agus aig a' cheann thall mar a bheir iad aghaidh air èiginnean gnàth-shìde agus nàdair.

Tha trì earrannan anns a' Phlana Com-pàirteachais – Nàdar, Daoine agus Àite – agus taobh a-staigh earrann nan Daoine tha a mas sònraichte (B8) a thaobh na Gàidhlig agus mu ar dleastanas reachdail mar bhuidheann poblach:

- Tha a' Ghàidhlig na pàirt de dhualchas chultarail is nàdarra na Pàirce Nàiseanta agus tha pàirt bheothail aice ri chluich san àm ri teachd. Feumar taic a chumail ri cleachdadh leantainneach na Gàidhlig agus a glèidheadh mar chànan agus cultar gnìomhach taobh a-staigh coimhearsnachdan na Pàirce Nàiseanta.

Amas: Brosnachadh barrachd cleachdadh na Gàidhlig sa Phàirce Nàiseanta

Targaid: Barrachd chothroman do dhaoine fa leth agus do choimhearsnachdan a bhith a' dol an sàs sa Ghàidhlig agus sa chultar aice.



Tha an treas eagan seo den Phlana Ghàidhlig a' mineachadh mar a tha sinn fhèin agus na com-pàirtichean an dùil an t -amas seo a choileanadh. Tha e cuideachd a' cur gu mòr ri libhrigeadh amasan eile sa Phlana Com -pàirteachais, gu sònraichte:

- B1 – Àireamh-sluaigh aig aois obrach
- B2 - Eaconamaidh sunnd
- B4 – Sgilean agus trèanadh
- B5 – Stòrasan agus fearann coimhearsnachd
- B10 - Pàirce do na h-Uile
- B11 – Obair shaor-thoileach agus ionnsachadh a-muigh
- C5 – Luchd-tadhail dhan Phàirc Nàiseanta
- C9 – Àrd-chàileachd turas an neach-tadhail
- C10 – Dualchas cultarach



6. Foillseachadh, goireasan agus sgrùdadh

6.1 Foillseachadh agus sanasachd a' Phlana Ghàidhlig

Às dèidh co-chomhairleachadh poblach a mhair sia seachdainean, bheachdaich Ùghdarras na Pàirce air 427 beachdan agus molaidhean bho raon de luchd-ùidh agus rinn e na h-atharrachaidhean uile a bha a dhìth mus deach am pàipear deireannach fhoillseachadh (faic an aithisg co-chomhairleachaidh a tha a' dol leis a seo airson barrachd fiosrachaidh).

Air an taobh a-staigh, chaidh an treas eagan den Phlana Ghàidhlig againn a thoirt dhan bhòrd againn airson aonta agus bha e ri fhaotainn dhan luchd-obrach agus bha cothrom aca ceistean fhaighneachd mu dheidhinn. Cumaidh sinn oirnn a' foillseachadh [aithisgean adhartais bliadhna](#) agus a' dèanamh cinnteach gu bheil cothrom aig luchd-obrach agus buill a' bhùird gu lèir cuir riutha – agus gum bi na h-aithisgean ruigsinneach dhaibh uile.

Air an taobh a-muigh, cuiridh sinn fios naidheachd dà-chànanach a-mach ga ainmeachadh a' phlana ùir, ga fhoillseachadh air an làraich-lìn againn agus ga bhrosnachadh tro na cuairt-litrichean againn, foillseachaidhean (m.e iris luchd-còmhnaidh an àite *Cairn*) agus seanailean nam meadhanan sòisealta. Bidh sinn cuideachd a' sgaoileadh lethbhreacan gu buidhnean leth -eisimeileach agus do bhuidhnean treas -phàrtaidh eile far a bheil sin iomchaidh, a' mìneachadh an dleastanais aca ann an lìbhrigeadh a' phlana, a bha rrachd air buidhnean Gàidhlig iomchaidh agus buidhnean eile le ùidh sa chùis. Bidh lethbhreacan rim faighinn dhan luchd-ùidh eile uile ma thèid an iarraidh.

Sgaoilidh sinn ceanglaichean ris a' phlana gu buidhnean poblach neo -roinneil, riochdairean agus cunnradairean, agus sgaoilidh sinn e le buidhnean com -pàirteachais a' Phlana Com -pàirteachais, buidhnean Gàidhlig agus buidhnean eile aig a bheil ùidh sa chùis.

6.2 Goireasachadh a' Phlana



Bidh na gnìomhan a tha san treas eagraan seo den Phlana Ghàidhlig air an goireasachadh mar phàirt de phròiseas buidseit a' Phlana Chorpóra bliadhna againn, a tha fo ùmhachd ath -sgrùdadh le Bòrd Ùghdarras na Pàirce agus a thèid fhoillseachadh air an làraich -lìn againn.

6.3 A' sgrùdadh a' Phlana

Mar a rinn sinn leis na tionndaidhean mu dheireadh den Phlana Ghàidhlig, nì sinn aithisgean adhartais bliadhna il – [a thèid fhoillseachadh air an làraich-lìn againn](#) – a sheallas mar a tha sinn a' libhrigeadh nan amasan a tha air am mìneachadh sa phàipear seo.

Thèid a h-uile ceist Ghàidhlig a gheibhear a chlàradh agus a fhreagairt. Cumaidh an sgrùdadh bliadhna il air sgilean Gàidhlig cunntas air na sgilean cànan a th' aig an luchd-obrach agus buill a' bhùird againn, agus cuidichidh e le bhith ag aithneachadh iarrtas an trèanaidh fa leth. Bidh seo an uair sin a' fiosrachadh ri tanasan trèanaidh is leasachaidh na buidhne san àm ri teachd. Bidh sinn cuideachd a' cumail sùil air ar gnìomhachd sna meadhanan Gàidhlig agus sna meadhanan sòisealta.



7. A' leabachadh a' phlana taobh a-staigh Ùghdarras na Pàirce

7.1 Uallach airson a' phlana air a' cheann thall

Tha uallach obrachail aig an Àrd-oifigear aig a' cheann thall airson deasachadh, cur an gnìomh agus sgrùdadh Plana Gàidhlig Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh: Is urrainnear fios a chur thuca mar a leanas:

Grant Moir
Àrd-oifigear
Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh
14 A' Cheàrnag
Baile nan Granndach
PH26 3HG

Fòn: 01479 873 535
Post-d: enquiries@cairngorms.co.uk

7.2 Uallach làitheil airson a' phlana

Tha uallach làitheil air Ceannard a' Chonaltraidh agus a' chom-pàirteachaidh airson libhrigeadh agus sgrùdadh an treas eagan de Phlana Gàidhlig Ùghdarras na Pàirce. Bu chòir ceistean mu obrachadh a' phlana bho latha gu latha a chur gu:

Olly Davies
Ceannard a' Chonaltraidh agus a' Chom-pàirteachaidh
Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh
14 A' Cheàrnag
Baile nan Granndach
PH26 3HG

Fòn: 01479 873 535
Post-d: enquiries@cairngorms.co.uk



7.3 Buidheann buileachaidh is sgrùdaidh a' phlana Ghàidhlig

'S e a' bhuidheann a bhios a' sgrùdadh cur an gnìomh a' Phlana gu cunbhalach taobh a-staigh Ùghdarras na Pàirce a' bhuidheann air a bheil Buidheann Riaghlaidh an Ùghdarras: Tha e air a dhèanamh suas de cheannardan seirbheis a' gabhail a-steach Cairngorms 2030, Conaltradh agus Com-pàirteachadh, Glèidhteachas, Ionmhas, HR agus Leasachadh Buidhne, Stiùireadh Fearainn, Dealbhadh is Leasachadh Dùthchail, agus Seirbheisean Luchd-tadhail agus Siubhal Gnìomhach.

7.4 A' conaltradh le luchd-obrach

Bidh an luchd-obrach air fad a' faighinn an fhiosrachadh as ùire gach bliadhna air adhartas a' Phlana Ghàidhlig againn. Chaidh iarraidh air an luchd-obrach air fad againn cuideachd na beachdan aca a chur a-steach dhan obair cho-chomhairle air a' Phlana Ghàidhlig. Chan eil oifigear Gàidhlig sònraichte aig Ùghdarras na Pàirce agus tha libhrigeadh a' Phlana Ghàidhlig leabaichte ann an planaichean obrach an luchd-obrach tron bhuidhinn air fad.

A bharrachd air sin, mar phàirt den Phlana Ghàidhlig seo agus de Sgeama Baranta is nan Daoine Òga againn, tha sinn a' tabhann inntearnas ceithir mìosan gach bliadhna do neach-labhairt na Gàidhlig (le buidseit) a leigeas leinn buannachd fhaighinn bho na sgilean aig oileanach Gàidhlig, a bheir dhaibh cothrom cur ris na sgilean conaltradh is com-pàirteachaidh aca.

7.5 Buidhnean Leth-eisimeileach is Treas Pàrtaidhean

Bidh sinn a' toirt comhairle agus taic do ghnìomhachasan agus buidhnean coimhearsnachd taobh a-staigh na Pàirce Nàiseanta gu for-ghnìomhach gus Gàidhlig a chleachdadh nan obair fhèin, a' gabhail a-steach tro na h-aontaidhean sònraichte le com-pàirtichean agus tron sgeama cùmhnant-brannid sònraichte againn. Bithear a' foillseachadh susbaint Ghàidhlig gu cunbhalach air an làraich-lìn againn agus air seanailean nam meadhanan sòisealta againn agus cumaidh sinn oirnn gan co-roinn leis an lionra againn nuair a thèid an cruthachadh.

7.6 In-sgrùdadh air comasan Gàidhlig



Tha toraidhean an sgrùdaidh bhliadhnail againn air sgilean Gàidhlig gam foillseachadh anns [na h-aithisgean adhartais Gàidhlig](#) againn, a tha rim faighinn air làrach -lìn na Pàirce Nàiseanta. Tha seo a' gabhail a -steach na h-àireimh de luchd -obrach aig a bheil comas Gàidhlig a bhruidhinn, a leughadh, a sgrìobhadh no a thuigsinn agus an ìre aig a bheil na sgilean cànan sin. Bha e a' gabhail a -steach cuideachd an àireamh de luchd -obrach le trèanadh ann an sgilean Gàidhlig, a bharrachd air an àireamh de dhreuchdan obrach air an sanasachadh le Gàidhlig mar sgil riatanach no ion -mhiannaichte.

DEIREADH NA SGRÌOBHAINNE

Coinneamh:	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-là:	28 An Gearran 2025
Tìotal:	Poileasaidhean Daonna
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	6.1
Neach-labhairt:	Karen Nic a' Ghobhainn, Manaidsear Gnìomhan
Pàipearan-taic:	PT1.1 Poileasaidh nam Meadhanan Sòisealta (PT1.2 Le atharraichean air an comharrachadh)

1. Adhbhar

1.1. Airson aonta fhaighinn air na poileasaidhean seo.

2. Cùl-fhiosrachadh

2.1. Chaidh Poileasaidh nam Meadhan Sòisealta ùrachadh le sgrìobhainn ùr a tha an cois am pàipear seo.

2.2. Chaidh seo a dhèanamh an dèidh an adhartas mhòr a tha air tachairt anns na meadhanan sòisealta agus a thaobh na dòighean-obrach againn fhèin a' cleachdadh na goireasan seo.

2.3. Chaidh iomradh a dhèanamh air Poileasaidh nam Meadhanan Sòisealta aig Riaghaltas na h-Alba airson sgrìobhadh an dreuchd seo den phoileasaidh.

3. Prìomh Aithris

3.1. Tha am fiosrachadh gu lèir ri fhaighinn anns na poileasaidhean.

4. Moladh

4.1. Gun tèid na poileasaidhean seo aontachadh.

5. Prìomh Bhuidhean Ro-innleachdach

5.1. Buidhean air Ionmhas: Cha bhi gin ann.

5.2. Buidhean air Luchd-obrach: Cha bhi buaidh air luchd-obrach ach bi e feumail an fhiosrachadh a sgaoileadh do luchd-obrach.

5.3. Buidhean air Trèanadh: Cha bhi gin ann.

5.4. Ceanglaichean ri Amasan Ro-innleachadh agus Corporra: Tha ùrachadh a' phoileasaidh a' cur ris an t-amas chorporra gun cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.

5.5. Buidhean air Cliù: Cha bhi gin ann.

5.6. Buidhean air Slàinte is Sàbhailteachd: Cha bhi gin ann.

5.7. Buidhean Laghail: Nì ùrachadh na poileasaidhean seo cinnteach gu bheil sinn ag obair gu laghail a thaobh luchd-obrach

5.8. Buidhean air Co-ionannachd: Cha bhi gin ann.

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

6. Ceanglaichean ri Frèama-obrach Coileanadh Nàiseanta

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

7. Cùrsa Riaghlachais

7.1. Dh'aontaich an Sgioba-stiùiridh ri susbaint a' phàipeir seo air 17 An Dùbhlachd 2024.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

8.1. Tha am pàipear seo fosgailte don phoball.



***Poileasaidh nam Meadhanan Sòisealta
Social Media Policy***

Air aontachadh le/Approved by:

Air aontachadh air/Approved on:

Ath-nuadhachadh a dhith/Review due on:

Eadar-theangachadh dearbhte/translation checked:

	Clàr-innse	Contents	Duilleag/ Page
1	Ro-ràdh	Introduction	3
2	Aithris air a’ Phoileasaidh	Policy Statement	3
3	Prionnsabalan	Principles	5
4	Riaghailtean Cleachdaidh	Terms of use	7
5	Na meadhanan sòisealta nur beatha pearsanta	Social Media in your personal life	10
6	A’ stiùireadh d’ Aithne Didseatach	Managing Your Digital Identity	12
7	A’ cleachdadh na meadhanan sòisealta an lùib modhan fastaidh	Use of social media in the recruitment process	13
8	Cumhachdan Co-èigheachaidh a’ Phoileasaidh	Policy Enforcement	13
9	Measadh na Buidhe air Co-ionannachd	Equality Impact Assessment	13

1 Ro-ràdh

Tha grunn poileasaidhean aig Bòrd na Gàidhlig a tha ag amas air deagh mhodhan-obrach gus daoine a stiùireadh a chur an sàs air feadh na buidhne agus gus dèanamh cinnteach gun tèid dèiligeadh ris gach neach-obrach ann an dòigh chunbhalach. Tha e na amas do na poileasaidhean sin luchd-obrach is manaidsearan a chuideachadh gus am bi iad a' tuigsinn dè na dleasan fa leth a th' orra gus toraidhean is prìomhachasan Planaichean Corporra is Gnìomh Bhòrd na Gàidhlig a choileanadh.

Ma tha stiùireadh a dhìth oirbh air mar a thèid am poileasaidh seo a chur an gnìomh, bu chòir dhuibh sin iarraidh bhon mhanaidsear agaibh no bho Manaidsear Ghnìomhan.

Chan eil am poileasaidh seo mar phàirt de chòraichean cunnradail an neach-obrach. Tha Bòrd na Gàidhlig a' gleidheadh na còrach pàirtean mionaideach de na poileasaidhean atharrachadh mar a bhios sin a dhìth ri linn reachdais no feuman na buidhne, agus sin a dhèanamh ann an co-bhuinn ris na h-Aonaidhean Ciùird mar as iomchaidh.

2 Aithris air a' Phoileasaidh

Tha conaltradh didseatach agus na meadhanan sòisealta a' gabhail a-steach diofar uidheaman is meadhanan conaltraidh, leithid làraich-lìn agus cunntasan airson nam meadhanan sòisealta. Gabhaidh na meadhanan sin a chleachdadh gu pearsanta agus gu proifeiseanta agus tha e a' fàs nas cumanta an dà dhòigh cleachdaidh sin a bhith a' dol an lùib a chèile, gu h-àraidh sna meadhanan sòisealta.

Tha am poileasaidh seo a' coimhead air mar a thèid na meadhanan sòisealta a chleachdadh. Thathar ag amas air luchd-obrach a bhrosnachadh agus a chuideachadh gus am feum as motha a dhèanamh de na meadhanan corporra aig Bòrd na Gàidhlig agus gheibhear comhairle do dhaoine a tha airson nan cunntasan pearsanta aca a chleachdadh gus bruidhinn air an obair aca.

Tha "Na Meadhanan Sòisealta" air a chleachdadh mar abairt a tha a' gabhail a-steach grunn

Introduction

Bòrd na Gàidhlig has a suite of policies aimed at delivering good people management across the organisation and aims to ensure consistency of treatment. The intention of these policies is to help employees and managers understand their individual responsibilities to achieve the outcomes and priorities of the Bòrd na Gàidhlig Corporate Plan and Operational plan.

If guidance is needed on the application of this policy, this should be sought from your line manager or the Operations Manager..

This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserves the right to vary the detail of the policies as may be required by legislation or organisational requirements, in consultation with Trade Union Side (TUS) as appropriate.

Policy Statement

Digital communications and social media include a range of communications tools including websites and social media accounts. These tools can be used at both a personal and a professional level and there is increasing crossover between the two levels, particularly with social media.

This policy focusses on the use of social media. It sets out to encourage and help an employee get the most from Bòrd na Gàidhlig corporate channels and to offer advice for those who wish to use their personal accounts to reflect work activities.

"Social Media" is a term used to describe an assortment of applications or tools on the

phrògraman no goireasan-cleachdaidh air an eadar-lìon. 'S e goireas gun samhail a th' anns na meadhanan sòisealta, oir tha iad a' brosnachadh co-obrachadh agus a' cuideachadh gus beachdan is smaointean a cho-roinn air feadh an t-saoghail agus mar as trice bidh an t-susbaint air a stiùireadh leis an luchd-cleachdaidh an àite leis a' chompanaidh a bheir am prògram no goireas seachad.

Am measg nan nithean a dh'fhaodar a dhèanamh sna meadhanan sòisealta, ach chan e dìreach na rudan a leanas a-mhàin, tha:

- A' cumail duilleag-fiosrachaidh mur deidhinn fhèin air làrach-lìn co-chonaltraidh shòisealta no ghnothachais m.e. Facebook, X (air an robh Twitter roimhe), Instagram, Bluesky no LinkedIn
- A' sgrìobhadh no a' fàgail beachd air bloga, duilleag, brath, co-dhiù a nì sibh sin tron chunntas agaibh fhèin no air cunntas neach eile no aig buidheann.
- A' gabhail pàirt ann an còmhraidhean air-loidhne ann an fòraman-lìn, bùird-brath msaa.
- A' fàgail lèirmheasan, air bathar no seirbheis, air làraich-lìn ghnothachasan no làraich-lìn airson lèirmheasan luchd-ceannach.
- A' gabhail pàirt ann an cunntasan-bheachd air-loidhne, co-chomhairlichean, msaa.

Bu chòir do luchd-obrach a bhith a' faireachdainn misneachail gun urrainn dhaibh a dhol an sàs sna meadhanan sòisealta gus obair Bòrd na Gàidhlig a chur air adhart agus gus cur ris an obair sin.

Tha am poileasaidh seo a' buntainn ris a h-uile neach-obrach agus Buill aig Bòrd na Gàidhlig.

3 Prionnsapalan

Tha na prionnsapalan seo airson a bhith mar bhunait ri cleachdadh nam meadhanan sòisealta às leth Bòrd na Gàidhlig. Chan eil iad air an liostadh ann am prìomhachas sam bith agus bu chòir am faicinn mar neartachadh dha chèile. Cha bu chòir am faicinn mar bhith a' cur bacadh air, no

internet. Social media is unique because it supports collaboration and the sharing of ideas and opinions on a global scale and the content is usually managed by the users rather than the provider of the applications.

Social media activities can include, but are not limited to:

- Maintaining a profile page on social or business networking sites e.g. Facebook, X (formerly known as Twitter), Instagram, Bluesky or LinkedIn
- Writing or commenting on a blog, page, post, whether it is your own personal account or another person or organisation.
- Taking part in discussions online in web forums, messaging boards etc.
- Leaving product or service reviews on business websites or customer review websites
- Taking part in online polls, consultations, etc.

Employees should feel empowered to become active on social media to promote and enhance the work of Bòrd na Gàidhlig.

This policy applies to all employees and Board Members of Bòrd na Gàidhlig.

Principles

These principles are intended to underpin the use of social media on behalf of Bòrd na Gàidhlig. They are not listed in any priority and should be regarded as mutually reinforcing. They should not be seen as detracting from, or supplementing, Bòrd na Gàidhlig's existing legal

a' cur ris, na dleastanasan laghail a th' aig Bòrd na Gàidhlig a thaobh cothrom air fiosrachadh agus co-chomhairleachadh. Chan eilear an dùil gun toir iad buaidh air cleachdadh nam meadhanan sòisealta nad chomas pearsanta ged a bu chòir do luchd-obrach a bhith mothachail air na h-inbhean coitcheann a tha air am mìneachadh nas fhaide air adhart sa phàipear seo a bheir buaidh ort mar neach-obrach aig Bòrd na Gàidhlig, ge bith a bheil thu a' cleachdadh nam meadhanan sòisealta ann an do chomas pearsanta no proifeasanta. Tha comhairle ann cuideachd mu bhith an sàs sna meadhanan sòisealta às do leth fhèin agus mar a dh' fhaodadh tu a bhith airson eadar-dhealachadh a dhèanamh eadar do ghnìomhan pearsanta is proifeasanta air-loidhne.

Tha na luachan aig Bòrd na Gàidhlig a thaobh Taic, Spèis, Conaltradh, Earbsa agus Atharrachadh a' brosnachadh deagh sheirbheis phoblach agus tha iad bunaiteach don chomas agaibh an obair a dhèanamh gu h-èifeachdach. Tha iad seo fhathast a' buntainn fhad 's a tha thu a' cleachdadh nam meadhanan sòisealta agus bu chòir dhut a bhith faiceallach nach dèan thu dad air-loidhne a dhèanadh cron air cliù a' Bhùird.

Bidh na prionnsabalan ag obair ann an co-bhonn ris an Ro-innleachd Conaltraidh gus dèanamh cinnteach gun tèid cunntasan meadhanan sòisealta corporra a chleachdadh gu h-iomchaidh.

- a bhith proifeiseanta. Tha thu nad riochdaire airson Bòrd na Gàidhlig
- bi follaiseach. Ma tha thu a' bruidhinn nad dhreuchd proifeasanta, nochd do dhreuchd mar riochdaire Bòrd na Gàidhlig. Agus dèan soilleir ma tha thu a' bruidhinn ann an comas pearsanta a-mhàin
- bi cunntachail. Cum ri poileasaidhean IT agus Còd Giùlain a' Bhùird
- a bhith creidsinneach, ceart agus cothromach. Gabh ris an raon eòlais agad
- bi ciallach. Tha laghan saoradh, mì-chliù, dlighe-sgrìobhaidh, saorsa fiosrachaidh agus dìon dàta an sàs

obligations regarding access to information and consultation. They are not intended to affect your use of social media in your personal capacity although staff should be aware of the general standards set out later in this document which affect you as an employee of Bòrd na Gàidhlig, regardless of whether you are using social media in your personal or professional capacity. There is also advice on engaging in social media on your own behalf and how you might want to differentiate between your personal and professional online activities.

Bòrd na Gàidhlig's values of Support, Respect, Communication, Trust and Change support good public service and are fundamental to your ability to do your job effectively. These still apply whilst using social media and you should take care to do nothing online that would damage the Bòrd's reputation.

The principles work in conjunction with the Communications Strategy to ensure appropriate use of corporate social media accounts.

- be professional. You are a representative of Bòrd na Gàidhlig
- be transparent. If you are speaking in your professional capacity, disclose your position as a representative of Bòrd na Gàidhlig. And make it clear if you are speaking in a purely personal capacity
- be responsible. Abide by the Bòrd's IT policies and Code of Conduct
- be credible, accurate and fair. Stick to your area of expertise
- be judicious. Libel, defamation, copyright, freedom of information and data protection laws apply

- a bhith cunntachail. Tha uallach ort airson na tha thu ag ràdh air-loidhne. Chan urrainn dhut mearachdan a chòmhdach, chan urrainn dhut ach feuchainn rin ceartachadh
- Bidh faiceallach. Na toir seachad fiosrachadh pearsanta gu bràth mar do sheòladh dachaigh no àireamh fòn

Cuimhnich:

- Bidh rud sam bith a fhoillsicheas sibh air loidhne ri fhaighinn gu maireannach agus fosgailte gu a bhith air ath-fhoillseachadh air meadhanan eile
- Faodaidh sibh ùidh na meadhanan a tharraing annad fhèin mar neach fa-leth, agus mar sin lean oirt gu faiceallach, ge bith gu bheil sibh a beachdachadh ann an dreuchd ghnìomhachais neo gu phearsanta. Ma tha teagamh sam bith agaibh, faigh comhairle bhon mhanaidsear-loidhne agaibh
- Tha na poileasaidhean IT mar-thà a' mìneachadh stiùireadh soilleir air cleachdadh an eadar-lìon agus dè a dh' fhaodadh a bhith na mhì-chleachdadh neo na ghiùlain mì-fhreagarrach. Bu choir luchd-obrach dèanamh cinnteach gu bheil iad eòlach orra seo nuair a tha iad a' beachdachadh air mar a dh' fhaodadh iad cleachdadh na meadhanan sòisealta. Bithear a coimhead air failligeadh sam bith air seo a rèir gach suidheachadh ach tha seo mar chuimhneachan do luchd-obrach gum b' urrainn briseadh, a rèir an suidheachadh, leantainn gu beachdachadh air gnìomh smachdachaidh

'S dòcha gun tèid iarraidh oirbh cuideachadh le meadhanan sòisealta a' chompanaidh, mar eisimpleir, a' sgrìobhadh rudan airson blogaichean Bòrd na Gàidhlig. Bu chòir dhuibh cead fhaighinn bhon mhanaidsear agaibh mus dèan sibh sin, mura h-eil e mar phàirt den tuairisgeul obrach agaibh mu thràth.

4 Riaghailtean Cleachdaidh

Feumaidh sibh cead fhaighinn bhon mhanaidsear agaibh mus tòisich sibh a' cleachdadh meadhanan

- be accountable. You are responsible for what you say online. You cannot cover up mistakes, you can only seek to correct them
- be careful. Never give out personal details like your home address or phone number

Remember:

- anything you post online is permanently available and open to being republished in other media
- you may attract media interest in yourself as an individual, so proceed with care whether you are commenting in a business or a personal capacity. If you have any doubts, take advice from your line manager
- the IT policies already set out clear guidance on the use of the internet and what might constitute misuse or unacceptable behaviour. Staff should ensure that they are familiar with these when they are considering how they might make use of social media. Any failure to do so will be looked at on a case by case basis but staff are reminded that breaches could, depending on the circumstances, result in disciplinary action being considered

You may be required to contribute to the company's social media activities e.g. by writing content for Bòrd na Gàidhlig's social media accounts. You should seek approval from your line manager before doing so, unless this is part of your job description.

Terms of Use

Proposals to use any social media application as part of your role within the Bòrd must be

sòisealta sam bith mar phàirt den dreuchd agaibh aig a' Bhòrd. Ma tha sibh a' cleachdadh nam meadhanan sòisealta air adhbharan pearsanta, chan fheum sibh cead fhaighinn bhon Bhòrd airson sin agus bu chòir dhuibh sin a dhèanamh san ùine agaibh fhèin a mhàin.

Bu chòir dhuibh cumail ris na riaghailtean a leanas daonnan nuair a tha sibh a' dèanamh rudan air-loidhne gu pearsanta agus gu proifeiseanta, a' gabhail a-steach ùine nuair a tha sibh dheth.

Feumaidh sibh dèanamh cinnteach nach bi an t-susbaint, no ceanglaichean ri susbaint eile:

- A' cur bacadh air ur dleastanasan obrach
- A' gabhail a-steach susbaint a tha mì-chliùiteach, tuaileasach, sàrachail no far a bheil burraidheachd
- A' gabhail a-steach susbaint a tha a' bristeadh chòraichean dligheach no riaghailtean dìon dàta
- A' gabhail a-steach susbaint mhì-laghail, co-cheangailte ri feise no susbaint oilbheumach
- A' gabhail a-steach fiosrachadh dìomhair mun Bhòrd
- A' dèanamh cron air cliù a' Bhùird no cron air ìomhaigh agus seasamh a' Bhùird, mar eisimpleir ma dh'fhàgas neach beachdan pearsanta air na meadhanan sòisealta a dh'fhaodadh daoine a thogail ceàrr mar bheachdan a' Bhùird.
- A' dèanamh feum den Bhòrd gus taic a thoirt do bhathar, beachd no cùis phoilitigeach sam bith no gus na nithean sin a chur air adhart
- Air a sealltainn ann an dòigh far nach eil e soilleir an e brath pearsanta no proifeiseanta a th' ann, agus dh'fhaodadh sin cron a dhèanamh air cliù na buidhne.

Ged a thathar a' brosnachadh dhaoine gu bhith a' cleachdadh nam meadhanan sòisealta agus gu bhith ag obair còmhla, feumaidh luchd-obrach dèanamh cinnteach gun cùm iad ris na

approved by your line manager. Use of social media for personal reasons does not need to be approved by the Bòrd and should only occur in your personal time.

The following terms should be adhered to at all times in your personal and professional interactions online, including during periods of leave.

You must ensure that content, or links to other content, does not:

- Interfere with work commitments
- Contain libellous, defamatory, bullying or harassing content
- Contain breaches of copyright and data protection
- Contain material of an illegal, sexual or offensive nature
- Include confidential information about the Bòrd
- Bring the organisation into disrepute or compromise the Bòrd's brand and reputation, for example through posting personal views which can be misconstrued as the Bòrd's on social media.
- Use the Bòrd to endorse or promote any product, opinion or political cause
- Cause confusion as to whether the post is in a personal or professional capacity, potentially bringing the organisation into disrepute.

While the use of social media and collaborative working is encouraged, employees must ensure compliance with other Bòrd na Gàidhlig policies and codes of conduct.

poileasaidhean eile agus na còdan giùlain aig Bòrd na Gàidhlig.

Ma dh'fhoillsicheas sibh susbaint a bhriseas gin de na riaghailtean seo, dh'fhaodadh gun tèid am pròiseas smachdachaidh foirmeil a chur an sàs a rèir Poileasaidh Smachdachaidh Bhòrd na Gàidhlig.

Feumaidh sibh na h-aon cheumannan dìona a ghabhail 's a ghabhadh sibh le conaltradh poblach sam bith eile mun Bhòrd.

Tha na ceumannan sin a' gabhail a-steach:

- a' dèanamh cinnteach gu bheil adhbhar ann airson a' chonaltraidh a nì sibh agus gu bheil buannachd ann don Bhòrd;
- a' faighinn cead bho mhanaidsear mus tòisich sibh air iomairt phoblach sna meadhanan sòisealta; agus
- ag iarraidh air co-obraiche sùil a thoirt air an t-susbaint mus tèid a foillseachadh.

Le conaltradh sam bith a nì sibh sna meadhanan sòisealta, mar phàirt den dreuchd phroifeiseanta agaibh, chan fhaod sibh:

- cron a dhèanamh air cliù Bhòrd na Gàidhlig, mar eisimpleir, ma tha sibh:
- a' càineadh no ag argamaid le ar luchd-cleachdaidh, ur co-obraichean no daoine/buidhnean a tha ann an co-fharpais leinn;
- a' toirt bheachdan tuailleasach seachad mu dhaoine, luchd-obrach, Buill a' Bhùird no buidhnean eile; no
- a' cur suas dealbhan nach eil iomchaidh no ceanglaichean ri susbaint neo-iomchaidh;

Riaghailtean dìomhaireachd a bhristeadh, mar eisimpleir, ma tha sibh:

If content published by you breaches these terms, it may lead to a formal disciplinary process in accordance with the Bòrd na Gàidhlig Disciplinary policy.

You must use the same safeguards as you would with any other form of communication about the Bòrd in the public sphere.

These safeguards include:

- making sure that the communication has a purpose and a benefit for the Bòrd;
- obtaining permission from a manager before embarking on a public campaign using social media; and
- getting a colleague to check the content before it is published.

Any communications that you make in a professional capacity through social media must not:

- bring Bòrd na Gàidhlig into disrepute, for example by:
- criticising or arguing with customers, colleagues or rivals;
- making defamatory comments about individuals, employees, board members or other organisations or groups; or
- posting images that are inappropriate or links to inappropriate content;

Breach confidentiality, for example by:

- a' foillseachadh fiosrachadh a tha le Bòrd na Gàidhlig;
- a' toirt fiosrachadh dìomhair seachad mu neach fa leth (leithid co-obraiche no neach-cleachdaidh) no buidheann; no
- a' bruidhinn air na thachras taobh a-staigh a' Bhùird (leithid na planaichean a th' ann airson an ama ri teachd nach deach fhoillseachadh gu poblach fhathast);
- revealing information owned by the Bòrd;
- giving away confidential information about an individual (such as a colleague or customer contact) or organisation; or
- discussing the Bòrd's internal workings (such as its future business plans that have not been communicated to the public);

Còraichean dligheach a bhristeadh, mar eisimpleir:

Breach copyright, for example by:

- a' cleachdadh ìomhaighean no susbaint sgrìobhte aig cuideigin eile gun chead bhuapa;
- gun a bhith a' comharrachadh gun deach cead a thoirt seachad gus rudeigin ath-nochdadh; no
- dad sam bith a dhèanamh a dh'fhaodadh a bhith air fhaicinn mar nì far a bheil sibh a' dèanamh leth-bhreith, no burraidheachd no sàrachadh air neach sam bith, mar eisimpleir le bhith:
- a' toirt bheachdan oilbheumach no suarach seachad a thaobh gnè, ath-bhuileachadh gnè, cinneadh (a' gabhail a-steach nàiseantachd), ciorram, taobh gnèitheasach, creideamh no na tha neach a' creidsinn no aois;
- a' cleachdadh nam meadhanan sòisealta gus burraidheachd a dhèanamh air neach (leithid co-obraiche); no
- a' cur ìomhaighean suas a nì leth-bhreith air daoine no a tha oilbheumach (no ceanglaichean ri leithid a shusbaint).
- Ma tha coltas ann gun deach am poileasaidh seo a bhristeadh a thaobh burraidheachd, sàrachadh, geur-leanmhainn no leth-bhreith, thèid am pròiseas a chithear sa Phoileasaidh a thaobh Urraim san Àite-obrach a chur an sàs agus dh'fhaodadh gun tèid am pròiseas Smachdachaidh aig Bòrd na Gàidhlig a chur an gnìomh.
- using someone else's images or written content without permission;
- failing to give acknowledgement where permission has been given to reproduce something; or
- do anything that could be considered discriminatory against, or bullying or harassment of, any individual, for example by:
- making offensive or derogatory comments relating to sex, gender reassignment, race (including nationality), disability, sexual orientation, religion or belief or age;
- using social media to bully another individual (such as a colleague); or
- posting images that are discriminatory or offensive (or links to such content).
- If there appears to be a breach of this policy regarding bullying, harassment, victimisation or discriminatory then the process detailed in the Bòrd na Gàidhlig Dignity at work policy will apply and may lead to the Bòrd na Gàidhlig Disciplinary process being followed.

Bu chòir dhuibh nuair a tha sibh a' cur suas susbaint sna meadhanan sòisealta, mar phàirt den dreuchd phroifeiseanta agaibh, cumail ri ar poileasaidh Gàidhlig.

Any social media content posted in an official capacity should comply with our Gaelic policy.

5 Na meadhanan sòisealta nur beatha phearsanta

Social media in your personal life

Tha Bòrd na Gàidhlig a' tuigsinn gum bi tòrr luchd-obrach a' cleachdadh nam meadhanan sòisealta nam beatha phearsanta. Nuair nach eil thu aig d' obair, tha e, gu dearbh, gu tur an urra riut fhèin co-dhùnadh am bu chòir agus ciamar a roghnaicheas tu àite meadhanan sòisealta a chruthachadh no pàirt a ghabhail ann an cruth sam bith eile de fhoillseachadh no deasbaireachd air-loidhne. 'S e seo do ghnìomhachas fhèin. 'S ann leat fhèin a tha na beachdan a chuireas tu an cèill.

Bòrd na Gàidhlig recognises that many employees make use of social media in a personal capacity. When you are not at work, it is, of course, entirely up to you to decide whether and how you choose to create or participate in a social media space or any other form of online publishing or discussion. This is your own business. The views and opinions you express are your own.

Ach, tha sinn uile a' riochdachadh Bòrd na Gàidhlig, agus mar sin feumaidh sinn a bhith mothachail air seo nuair a bhios sinn a' gabhail pàirt anns na meadhanan sòisealta agus seòrsa sam bith de chonaltradh air-loidhne.

However, each of us represents Bòrd na Gàidhlig, and so we must be mindful of this when participating in social media and any kind of online communications.

Ge bith an ann nad ùine fhèin no aig àm Bhòrd na Gàidhlig a tha sibh, tha thu fhathast nad riochdaire bhon Bhòrd, tha am breithneachadh a nì thu nad ùine fhèin a' mèrachadh air a' bhreithneachadh a nì thu aig an obair.

Whether you are on your own time or Bòrd na Gàidhlig time, you are still a representative of the Bòrd, the judgment you exercise on your own time reflects on the judgment you exercise at work.

Faodaidh sibh a ràdh gu bheil sibh ag obair don bhuidhinn, agus le sin thathar a' gabhail ris gu bheil e nàdarra do chuid a luchd-obrach a bhith ag iarraidh bruidhinn mun obair aca sna meadhanan sòisealta. Ge-tà, chan fhaod ainm Bhòrd na Gàidhlig a bhith mar phàirt de dh'ainm clàraichte no cunntas pearsanta a th' agaibh air-loidhne (mar eisimpleir, an t-ainm a th' air blog a th' agaibh no ainm cunntas agaibh).

You are allowed to say that you work for the organisation, which recognises that it is natural for some of its employees to want to discuss their work on social media. However, your online profile (for example, the name of a blog or an account name) must not contain Bòrd na Gàidhlig's name.

Mar neach-obrach aig Bòrd na Gàidhlig tha e cudromach a bhith mothachail nach urrainn postadh fiosrachaidh no beachdan mu Bhòrd na Gàidhlig agus/no Riaghaltas na h-Alba a bhith dealaichte bho do bheatha obrach. Gheibhear fiosrachadh sam bith a thèid fhoillseachadh air-loidhne air feadh an t-saoghail taobh a-staigh diogan agus bidh e ri fhaotainn dha na h-uile.

As a Bòrd na Gàidhlig employee it is important to be aware that posting information or views about Bòrd na Gàidhlig and/or the Scottish Government cannot be isolated from your working life. Any information published online can be accessed around the world within seconds and will be available for all to see.

Tha thu gu pearsanta cunntachail airson susbaint sam bith a dh' fhoillsicheas tu agus feumaidh tu:

You are personally responsible for any content you publish and you must:

- tuigsinn na roghainnean prìobhaideachd agad air-loidhne – thoir sùil air na roghainnean agad agus tuig cò chì am fiosrachadh a dh'fhoillsicheas tu agus am fiosrachadh pearsanta agad
- leantainn poileasaidhean IT agus Còd Giùlain Bòrd na Gàidhlig
- Dèanamh soilleir gu bheil thu a' bruidhinn air do shon fhèin agus chan ann às leth na buidhne ma bhios tu a' bruidhinn mun obair a tha thu a' dèanamh airson Bòrd na Gàidhlig. Gàidhlig no poileasaidh ris a bheil thu co-cheangailte. Cleachd àicheadh mar "'s ann leam fhìn a tha na beachdan a tha air an cur an cèill an seo agus chan eil iad gu riatanach a' nochdadh beachdan an fhastaiche agam". Ach chan eil àicheadh na dhìon bho phuist droch-rùnach, burraidheachd no leth-bhreith mar a chaidh a mhìneachadh roimhe sa phoileasaidh seo.
- Gun leigeil le do chleachdadh pearsanta de na meadhanan sòisealta bacadh a chur air an obair agad

Thoir an aire don fhiosrachadh pearsanta a nochdas tu air làraichean meadhanan sòisealta, gu sònraichte a thaobh goid aithneachaidh. Faodaidh cunnart mòr a bhith ann a bhith a' dèanamh fiosrachadh leithid do cheann-latha-breith, d' àite-obrach, agus fiosrachadh pearsanta eile a tha ri fhaotainn gu poblach a thaobh goid dearbh-aithne.

Rianachd d' aithne dhidseatach

A rèir nam poileasaidhean IT airson luchd-obrach, tha e cudromach a bhith mothachail air d' aithne dhidseatach agus mar a làimhsicheas tu agus a dhìonas tu seo. Feuch ri dèanamh cinnteach gu bheil thu:

- a' dèanamh lèirmheas air agus a' cleachdadh roghainnean prìobhaideachd. Leigidh a' mhòrchuid de phrìomh làraich meadhanan sòisealta leat smachd a chumail air cho follaiseach sa tha am fiosrachadh agaibh air an làrach. Feumaidh tu co-dhùnadh dè cho follaiseach 's a tha thu airson 's gum bi am fiosrachadh conaltraidh is pròifil, bhideothan, dealbhan,
- understand your online privacy settings – check your settings and understand who can see the information you publish and your personal information
- follow Bòrd na Gàidhlig's IT policies and Code of Conduct
- make it clear that you are speaking for yourself and not on behalf of the organisation if you do talk about the work you do for Bòrd na Gàidhlig or a policy you are associated with. Use a disclaimer such as "the views expressed here are my own and do not necessarily reflect the views of my employer". However a disclaimer is no protection from malicious, bullying or discriminatory posts as previously detailed in this policy.
- not let your personal use of social media interfere with your job

Be mindful of the personal information you disclose on social media sites, especially with regards to identify theft. Making information such as your date-of-birth, your place of work, and other personal information publicly available can be high risk in terms of identity theft.

Managing your digital identity

In line with the IT policies for staff, it is important to be mindful of your digital identity and how to manage and protect this. Try to ensure that you:

- review and use privacy settings. Most major social media sites allow you to control how visible your information is on the site. You need to decide how visible you want your contact and profile information, videos, photos, and other posts need to be, and take the time to set the appropriate controls within the media site in question

agus puist eile agaibh, agus gabh ùine gus na smachdan iomchaidh a shuidheachadh taobh a-staigh làrach nam meadhanan sin

- anns a' mhòr-chuid de làraichean meadhanan sòisealta, faodaidh tu iomallachadh cò chì dealbhan no bhidio le tagadh d' ainm. Bu chòir dhut beachdachadh air cho iomchaidh sa tha bhidio no dealbhan sam bith mus luchdaich thu suas iad. Feumaidh tu cuideachd brath a ghabhail air roghainnean sam bith a leigeas leat smachd a chumail air cho follaiseach sa dh' fhaodadh an susbaint seo a bhith mura h-eil do charaidean air a bhith cho ciallach.
- bi gu sònraichte faiceallach mu cheanglaichean droch-rùnach air an cur thugaibh tro chunntasan meadhanan sòisealta. San fharsaingeachd feuch gun a bhith a' briogadh air ceanglaichean a tha air an cur thugaibh ge bith cò an stòr
- dìon cunntasan meadhanan sòisealta bho bhith air an toirt thairis. Cleachd faclan-faire làidir. Agus bi faiceallach nach foillsich thu na teisteanasan agaibh. A' cleachdadh na teisteanasan agaibh, dh' fhaodadh luchd-ionnsaigh do chunntas a chleachdadh gus do chearcall de charaidean a thàladh gu bhith a' cliogadh air ceangal droch-rùnach a chaidh thuca bhon chunntas agad
- in most social media sites, you can limit who can see photos or video tagged with your name. You should consider how appropriate any video or photos are before you upload them. You also need to take advantage of any settings that allow you to control how visible this content could be if your friends have not exercised such good common sense
- be especially careful of malicious links sent via social media accounts. In general resist the urge to click on links sent to you no matter the source
- protect social media accounts from being hijacked. Use strong passwords. And be careful not to disclose your credentials. Using your credentials, attackers could use your account to lure your circle of friends into clicking a malicious link sent from your account

Bu chòir dhuibh daonnan tuigsinn gum faod e bhith doirbh don phoball eadar-dhealachadh a dhèanamh eadar an cunntas pearsanta aig neach-obrach agus an dreuchd aca agus faodaidh e bhith doirbh dhaibh a bhith cinnteach co-dhiù a bheil sibh a' foillseachadh bhrathan gu pearsanta no gu proifeiseanta. Dh'fhaodadh seo a bhith gu h-àraidh fìor mu choimhearsnachd na Gàidhlig leis a bheil Bòrd na Gàidhlig ag obair.

Mura h-eil sibh cinnteach, na cuiribh dad suas agus na fàgaibh beachd.

Cha bhithear a' cumail sùil gu cunbhalach no ann an dòigh òrdail air na nì luchd-obrach no seann luchd-obrach air-loidhne sna meadhanan sòisealta. Ge-tà, ma thathar den bheachd gu bheil neach-obrach tron chunntas-phearsanta aca sna meadhanan sòisealta air am poileasaidh seo a

You should always understand that the public may have difficulty in distinguishing between an employee's personal account and whether posts are made in a personal or professional capacity. This may particularly apply to the Gaelic community in which Bòrd na Gàidhlig operates.

If unsure, don't post or comment.

There will be no systematic or routine checking of current or former employees' online social media activities. However, if an employee's personal social media account is believed to have contravened this policy, it may lead to a

bhristeadh, dh'fhaodadh gun tèid pròiseas smachdachaidh foirmeil a chur an sàs nan aghaidh a rèir Poileasaidh Smachdachaidh Bhòrd na Gàidhlig.

formal disciplinary process in accordance with Bòrd na Gàidhlig Disciplinary policy.

6 A' cleachdadh nam meadhanan sòisealta an lùib mhodhan fastaidh

Use of social media in the recruitment process

Cha bhithear a' cumail sùil gu cunbhalach no ann an dòigh òrdail air na nì tagraichean, a dh'fhaodadh a bhith nan luchd-obrach againn, air-loidhne sna meadhanan sòisealta, thoradh le sin dh'fhaodar leth-bhreith a dhèanamh air an tagraiche agus aig a' cheann thall dh'fhaodadh e a bhith a' ciallachadh nach deach pròiseas fastaidh cothromach a chur an sàs.

There will be no systematic or routine checking of prospective employees' online social media activities, as this could lead to discrimination of the candidate and ultimately compromise the integrity of the recruitment process.

7 Cumhachdan Co-èigneachaidh a' Phoileasaidh

Policy Enforcement

Ma bhriseas sibh cumhachan a' phoileasaidh seo, dh'fhaodadh gun tèid an t-susbaint a bhris na cumhachan a dhubhadh às agus gun tèid casg a chur oirbh bho bhith a' cleachdadh nam meadhanan sòisealta mar riochdaire airson Bòrd na Gàidhlig. Cuideachd, dh'fhaodadh gun tèid am pròiseas smachdachaidh foirmeil aig Bòrd na Gàidhlig a chur an sàs.

Breaching the terms set out within this policy could result in the offending content being removed and you being suspended from using social media as a representative of the Bòrd. It may also result in the Bòrd na Gàidhlig formal disciplinary process being initiated.

Ma dh'fhoillsicheas sibh susbaint a nì cron air a' Bhòrd no ar luchd-obrach, dh'fhaodadh gun tèid pròiseas smachdachaidh foirmeil a chur an sàs. Ma thèid am poileasaidh seo a bhristeadh gu dona, mar eisimpleir ma tha sibh ri burraidheachd air co-obraichean no ma nì sibh rudeigin sna meadhanan sòisealta a nì cron mòr air a' Bhòrd, dh'fhaodadh sin a bhith air fhaicinn mar fhìor dhroch ghiùlan agus gun tèid ur cur às an dreuchd agaibh sa bhad.

Content that you publish which causes damage to the Bòrd or its employees may lead to a formal disciplinary process. Serious breaches of this policy, for example incidents of bullying of colleagues or social media activity causing serious damage to the Bòrd, may constitute gross misconduct and may lead to summary dismissal.

8 Measadh na Buaidhe air Co-ionannachd

Equality Impact Assessment

Tha Bòrd na Gàidhlig a' gabhail ris gu bheil e mar uallach air dèanamh cinnteach nach tèid leth-bhreith a dhèanamh air neach sam bith no gum fulaing iad anacothrom ri linn aois, ciorram, gnè, cinneadh, creideamh, no taobh gnèitheasach. Chaidh Measadh Co-ionannachd a dhèanamh air a' phoileasaidh seo gus dèanamh cinnteach gu bheil co-ionannachd ann.

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender, race, religion, or sexual orientation. This policy has been screened through an Equality Impact Assessment to enable equality.

9 Smachd Sgrìobhainn

Document Control

Dreach <i>Version Number</i>	Adhbhar/Atharrachadh <i>Purpose/Change</i>	Ùghdar <i>Author</i>	Ceann-là <i>Date</i>
1.1	Review by Corporate Team to update	Corporra	17/05/2024
1.2	Update from Senior Management Approval and Staff Consultation	KNG	10/02/2025



***Poileasaidh nam Meadhanan Sòisealta
Social Media Policy***

Air aontachadh le/Approved by:

Air aontachadh air/Approved on: [06/12/2018](#)

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Clàr-innse	Contents	Duilleag/ Page
1 Ro-ràdh	Introduction	3
2 Aithris air a' Phoileasaidh	Policy Statement	3
3 Prionnsabalan	Principles	5
4 Riaghailtean Cleachdaidh	Terms of use	6 7
5 Na meadhanan sòisealta nur beatha pearsanta	Social Media in your personal life	9 10
6 A' stiùireadh d' Aithne Didseatach	Managing Your Digital Identity	12
7 A' cleachdadh na meadhanan sòisealta an lùib modhan fastaidh	Use of social media in the recruitment process	11 13
8 Cumhachdan Co-èigneachaidh a' Phoileasaidh	Policy Enforcement	11 13
9 Measadh na Buidhe air Co-ionannachd	Equality Impact Assessment	11 13

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1 Ro-ràdh

1-1 Tha grunn phoileasaidhean aig Bòrd na Gàidhlig a tha ag amas air deagh mhodhan-obrach gus daoine a stiùireadh a chur an sàs air feadh na buidhne agus gus dèanamh cinnteach gun tèid dèiligeadh ris gach neach-obrach ann an dòigh chunbhalach. Tha e na amas do na poileasaidhean sin luchd-obrach is manaidsearan a chuideachadh gus am bi iad a' tuigsinn dè na dleasan an fa leth a th' orra gus toraidhean is prìomhachasan Planaichean Corporra is Gnìomh Bhòrd na Gàidhlig a choileanadh.

1-2 Ma tha stiùireadh a dhìth oirbh air mar a thèid am poileasaidh seo a chur an gnìomh, bu chòir dhuibh sin iarraidh bhon mhanaidsear agaibh no bho na Seirbheisean Sgiobachd Manaidsear Ghnìomhan.

1-3 Chan eil am poileasaidh seo mar phàirt de chòraichean cunradail an neach-obrach. Tha Bòrd na Gàidhlig a' gleidheadh na còrach pàrtean mionaideach de na poileasaidhean atharrachadh mar a bhios sin a dhìth ri linn reachdais no feuman na buidhne, agus sin a dhèanamh ann an co-bhuinn ris na h-Aonaidhean Ciùird mar as iomchaidh.

2 Aithris air a' Phoileasaidh

2-1 Tha conaltradh didseatach agus na meadhanan sòisealta a' gabhail a-steach diofar uidheaman is meadhanan conaltraidh, leithid làraich-lìn agus cunntasan airson nam meadhanan sòisealta. Gabhaidh na meadhanan sin a chleachdadh gu pearsanta agus gu proifeiseanta agus tha e a' fàs nas cumanta an dà dhòigh cleachdaidh sin a bhith a' dol an lùib a chèile, gu h-àraidh sna meadhanan sòisealta.

2-2 Tha am poileasaidh seo a' coimhead air mar a thèid na meadhanan sòisealta a chleachdadh. Thathar ag amas air luchd-obrach a bhrosnachadh agus a chuideachadh gus am feum as motha a dhèanamh de na meadhanan corporra aig Bòrd na Gàidhlig agus gheibhear comhairle do dhaoine a tha airson nan cunntasan pearsanta aca a chleachdadh gus bruidhinn air an obair aca.

Introduction

Bòrd na Gàidhlig has a suite of policies aimed at delivering good people management across the organisation and aims to ensure consistency of treatment. The intention of these policies is to help employees and managers understand their individual responsibilities to achieve the outcomes and priorities of the Bòrd na Gàidhlig Corporate Plan and Operational plan.

Guidance if guidance is needed on the application of this policy, this should be sought from your line manager or HR Services on the operation of this policy the Operations Manager.

This policy does not form part of the employee's contractual rights. Bòrd na Gàidhlig reserves the right to vary the detail of the policies as may be required by legislation or organisational requirements, in consultation with Trade Union Side (TUS) as appropriate.

Policy Statement

Digital communications and social media include a range of communications tools including websites and social media accounts. These tools can be used at both a personal and a professional level and there is increasing crossover between the two levels, particularly with social media.

This policy focusses on the use of social media. It sets out to encourage and help an employee get the most from Bòrd na Gàidhlig corporate channels and to offer advice for those who wish to use their personal accounts to reflect work activities.

2.3 Tha “Na Meadhanan Sòisealta” air a chleachdadh mar abairt a tha a’ gabhail a-steach grunn phrògraman no goireasan-cleachdaidh air an eadar-lìon. ‘S e goireas gun samhail a th’ anns na meadhanan sòisealta, oir tha iad a’ brosnachadh co-obrachadh agus a’ cuideachadh gus beachdan is smaointean a cho-roinn air feadh an t-saoghail agus mar as trice bidh an t-susbaint air a stiùireadh leis an luchd-cleachdaidh an àite leis a’ chompanaidh a bheir am prògram no goireas seachad.

“Social Media” is a term used to describe an assortment of applications or tools on the internet. Social media is unique because it supports collaboration and the sharing of ideas and opinions on a global scale and the content is usually managed by the users rather than the provider of the applications.

2.4 Am measg nan nithean a dh’fhaodar a dhèanamh sna meadhanan sòisealta, ach chan e dìreach na rudan a leanas a-mhàin, tha:

Social media activities can include, but are not limited to:

- A’ cumail duilleag-fiosrachaidh mur deidhinn fhèin air làrach-lìn co-chonaltraidh shòisealta/ no ghnothachais ~~leithid~~ [m.e. Facebook, X \(air an robh Twitter, roimhe\), Instagram, Bluesky](#) no LinkedIn
- A’ sgrìobhadh no a’ fàgail beachd air bloga, duilleag, brath, co-dhiù a nì sibh sin tron chunntas agaibh fhèin no air cunntas neach eile no aig buidheann.
- A’ gabhail pàirt ann an còmhraidhean air-loidhne ann an fòrman-lìn, bùird-brath msaa.
- A’ fàgail lèirmheasan, air bathar no seirbheis, air làraich-lìn ghnothachasan no làraich-lìn airson lèirmheasan luchd-ceannach.
- A’ gabhail pàirt ann an cunntasan-bheachd air-loidhne [co-chomhairlichean, msaa.](#)
- Maintaining a profile page on social/ or business networking sites ~~such as e.g.~~ [Facebook, X \(formerly known as Twitter\), Instagram, Bluesky](#) or LinkedIn
- Writing or commenting on a blog, page, post, whether it is your own personal account or another person or organisation.
- Taking part in discussions online in web forums, messaging boards etc.
- Leaving product or service reviews on business websites or customer review websites
- Taking part in online polls, [consultations, etc.](#)

Bu chòir do luchd-obrach a bhith a’ faireachdainn misneachail gun urrainn dhaibh a dhol an sàs sna meadhanan sòisealta gus obair ~~Bhòrd~~ [Bòrd](#) na Gàidhlig a chur air adhart agus gus cur ris an obair sin.

Employees should feel empowered to become active on social media to promote and enhance the work of Bòrd na Gàidhlig.

2.5 Tha am poileasaidh seo a’ buntainn ris a h-uile neach-obrach [agus Buill](#) aig Bòrd na Gàidhlig.

This policy applies to all employees [and Board Members](#) of Bòrd na Gàidhlig.

3 Prionnsapalan

Principles

3.1 Tha [Bòrd na Gàidhlig](#) den bheachd nuair a tha sibh ~~prionnsapalan seo airson a bhith mar bhunait ri cleachdadh nam meadhanan sòisealta às leth~~

~~Bòrd na Gàidhlig believes when taking part in social media, you as an employee of the Bòrd, will be honest, straightforward and respectful.~~

Bòrd na Gàidhlig. Chan eil iad air an liostadh ann am prìomhachas sam bith agus bu chòir am faicinn mar neartachadh dha chèile. Cha bu chòir am faicinn mar bhith a' cur bacadh air, no a' cur ris, na dleastanasan laghail a th' aig Bòrd na Gàidhlig a thaobh cothrom air fiosrachadh agus co-chomhairleachadh. Chan eilear an dùil gun toir iad buaidh air cleachdadh nam meadhanan sòisealta nad chomas pearsanta ged a bu chòir do luchd-obrach a bhith mothachail air na h-inbhean coitcheann a tha air am mineachadh nas fhaide air adhart sa phàipear seo a bheir buaidh ort mar neach-obrach aig Bòrd na Gàidhlig, ge bith a bheil thu a' cleachdadh nam meadhanan sòisealta ann an do chomas pearsanta no proifeasanta. Tha comhairle ann cuideachd mu bhith an sàs sna meadhanan sòisealta gum bi sibh onarach, fosgarra agus gun seall sibh spèis do chàch. Faodaidh an t-às do leth fhèin agus mar a dh' fhaodadh tu a bhith airson eadar-dhealachadh a dhèanamh eadar ur beatha phroifeiseanta do ghniomhan pearsanta is phearsanta a bhith uaireannan caran mì-shoilleir, mar sin 's e proifeasanta air-loidhne.

Tha na luachan aig Bòrd na Gàidhlig a thaobh Taic, Spèis, Conaltradh, Earbsa agus Atharrachadh a' brosnachadh deagh sheirbheis phoblach agus tha iad bunaiteach don chomas agaibh an obair a dhèanamh gu h-èifeachdach. Tha iad seo fhathast a' buntainn fhad 's a tha thu a' cleachdadh nam meadhanan sòisealta agus bu chòir dhut a bhith faiceallach nach dèan thu dad air-loidhne a dhèanadh cron air cliù a' Bhùird.

Bidh na prionnsabalan ag obair ann an co-bhonn ris an Ro-innleachd Conaltraidh gus dèanamh cinnteach gun tèid cunntasan meadhanan sòisealta corporra a chleachdadh a th' ann gu h-ìomchaidh.

- a bhith proifeiseanta. Tha thu nad riochdaire airson Bòrd na Gàidhlig
- bi follaiseach. Ma tha thu a' gabhail bruidhinn nad dhreuchd proifeasanta, nochd do dhreuchd mar riochdaire Bòrd na Gàidhlig. Agus dèan soilleir ma tha thu a' bruidhinn ann an comas pearsanta a-mhàin

The line between your professional and private life can become blurred so it is good practice to assume that everything you write in these forums is permanent and can be viewed by anyone at any time. Also assume that everything can be traced back to you personally as well as to your colleagues, the Bòrd and our customers, partners and suppliers.

These principles are intended to underpin the use of social media on behalf of Bòrd na Gàidhlig. They are not listed in any priority and should be regarded as mutually reinforcing. They should not be seen as detracting from, or supplementing, Bòrd na Gàidhlig's existing legal obligations regarding access to information and consultation. They are not intended to affect your use of social media in your personal capacity although staff should be aware of the general standards set out later in this document which affect you as an employee of Bòrd na Gàidhlig, regardless of whether you are using social media in your personal or professional capacity. There is also advice on engaging in social media on your own behalf and how you might want to differentiate between your personal and professional online activities.

Bòrd na Gàidhlig's values of Support, Respect, Communication, Trust and Change support good public service and are fundamental to your ability to do your job effectively. These still apply whilst using social media and you should take care to do nothing online that would damage the Bòrd's reputation.

The principles work in conjunction with the Communications Strategy to ensure appropriate use of corporate social media accounts.

- be professional. You are a representative of Bòrd na Gàidhlig

- bi cunntachail. Cum ri poileasaidhean IT agus Còd Giùlain a' Bhùird
- a bhith creidsinneach, ceart agus cothromach. Gabh ris gum bi gach nì a sgrìobhasan raon eòlais agad
- bi ciallach. Tha laghan saoradh, mì-chliù, dlighe-sgrìobhaidh, saorsa fiosrachaidh agus dìon dàta an sàs
- a bhith cunntachail. Tha uallach ort airson na tha thu ag ràdh air-loidhne. Chan urrainn dhut mearachdan a chòmhdach, chan urrainn dhut ach feuchainn rin ceartachadh
- Bidh faiceallach. Na toir seachad fiosrachadh pearsanta gu bràth mar do sheòladh dachaigh no àireamh fòn

Cuimhnich:

- Bidh rud sam bith a fhoillsicheas sibh air na fòrman seo a' fuireach annaloidhne ri fhaighinn gu maireannach agus gun urrainn do dhuine sam bith fosgailte gus a bhith air ath-foillseachadh air meadhanan eile
 - Faodaidh sibh ùidh na meadhanan a tharraing annad fhèin mar neach fa-leth, agus mar sin lean oirt gu faiceallach, ge bith gu bheil sibh a beachdachadh ann an dreuchd ghniomhachais neo gu pearsanta. Ma tha teagamh sam bith agaibh, faigh comhairle bhon mhanaidsear-loidhne agaibh
 - Tha na poileasaidhean IT mar-thà a' mineachadh stiùireadh soilleir air cleachdadh an eadar-lìon agus dè a dh' fhaodadh a bhith na mhì-chleachdadh neo na giùlain mì-fhreagarrach. Bu choir luchd-obrach dèanamh cinnteach gu bheil iad eòlach orra seo nuair a tha iad a' beachdachadh air mar a dh' fhaodadh iad cleachdadh na meadhanan sòisealta. Bithear a coimhead air aig àm sam bith. Cuideachd, bu chòir dhuibh gabhail ris gun gabh ceangal a dhèanamh eadar a h-uile rud a sgrìobhas sibh agus sibh fhèin gu pearsanta, agus gun gabh ceangal a dhèanamh ri ur co-obraichean, am Bòrd agus ar luchd-cleachdaidh, luchd-com-pàirt agus failligeadh
- be transparent. If you are speaking in your professional capacity, disclose your position as a representative of Bòrd na Gàidhlig. And make it clear if you are speaking in a purely personal capacity
 - be responsible. Abide by the Bòrd's IT policies and Code of Conduct
 - be credible, accurate and fair. Stick to your area of expertise
 - be judicious. Libel, defamation, copyright, freedom of information and data protection laws apply
 - be accountable. You are responsible for what you say online. You cannot cover up mistakes, you can only seek to correct them
 - be careful. Never give out personal details like your home address or phone number

Remember:

- anything you post online is permanently available and open to being republished in other media
- you may attract media interest in yourself as an individual, so proceed with care whether you are commenting in a business or a personal capacity. If you have any doubts, take advice from your line manager
- the IT policies already set out clear guidance on the use of the internet and what might constitute misuse or unacceptable behaviour. Staff should ensure that they are familiar with these when they are considering how they might make use of social media. Any failure to do so will be looked at on a case by case basis but staff are reminded that breaches could, depending on the circumstances, result in disciplinary action being considered

[sam bith air seo a rèir gach suidheachadh ach tha seo mar chuimhneachan do luchd-solair-obrach gum b' urrainn briseadh, a rèir an suidheachadh, leantainn gu beachdachadh air gnìomh smachdachaidh](#)

3.2 'S dòcha gun tèid iarraidh oirbh cuideachadh le meadhanan sòisealta a' chompanaidh, mar eisimpleir, a' sgrìobhadh rudan airson blogaichean Bhòrd na Gàidhlig, a' stiùireadh cunntas Facebook Bhòrd na Gàidhlig, a' stiùireadh a' chunntais oifigeil againn airson Twitter no a' stiùireadh ar cunntais Instagram msaa. Bòrd na Gàidhlig. Bu chòir dhuibh cead fhaighinn bhon mhanaidsear agaibh mus dèan sibh sin, mura h-eil e mar phàirt den tuairisgeul obrach agaibh mu thràth.

You may be required to contribute to the company's social media activities, ~~for example e.g.~~ by writing [content](#) for Bòrd na Gàidhlig blogs, managing the Bòrd's Facebook account, running the official Twitter account or managing our Instagram feed etc. [Gàidhlig's social media accounts](#). You should seek approval from your line manager before doing so, unless ~~that~~[this](#) is part of your job description.

3.3 Feumaidh sibh cuimhneachadh daonnan nuair a tha sibh a' cuideachadh leis an obair airson meadhanan sòisealta a' Bhùird, gu bheil sibh a' riochdachadh a' Bhùird.

~~You must be aware at all times that while contributing to the Bòrd's social media activities, you are representing the Bòrd.~~

4 Riaghailtean Cleachdaidh

Terms of Use

4.1 Feumaidh sibh cead fhaighinn bhon mhanaidsear agaibh mus tòisich sibh a' cleachdadh meadhanan sòisealta sam bith mar phàirt den dreuchd agaibh aig a' Bhòrd. Ma tha sibh a' cleachdadh nam meadhanan sòisealta air adhbharan pearsanta, chan fheum sibh cead fhaighinn bhon Bhòrd airson sin agus bu chòir dhuibh sin a dhèanamh san ùine agaibh fhèin [a mhàin](#).

Proposals to use any social media application as part of your role within the Bòrd must be approved by your line manager. Use of social media for personal reasons does not need to be approved by the Bòrd and should only occur in your ~~own~~[personal](#) time.

4.2 Bu chòir dhuibh cumail ris na riaghailtean a leanas daonnan nuair a tha sibh a' dèanamh rudan air-loidhne gu pearsanta agus gu proifeiseanta, a' gabhail a-steach ùine nuair a tha sibh dheth.

The following terms should be adhered to at all times in your personal and professional interactions online, including during periods of leave.

Feumaidh sibh dèanamh cinnteach nach bi an t-susbaint, no ceanglaichean ri susbaint eile:

You must ensure that content, or links to other content, does not:

- A' cur bacadh air ur dleastanasan obrach
- A' gabhail a-steach susbaint a tha [a' teachainn mi-chluiteach](#), tuaileasach, sàrachail no far a bheil burraidheachd

- Interfere with work commitments
- Contain libellous, defamatory, bullying or harassing content

- A' gabhail a-steach susbaint a tha a' bristeadh chòraichean dligheach no riaghailtean dìon dàta
 - A' gabhail a-steach susbaint mhi-laghail, co-cheangailte ri feise no susbaint oilbheumach
 - A' gabhail a-steach fiosrachadh dìomhair mun Bhòrd
 - A' dèanamh cron air cliù a' Bhùird no cron air ìomhaigh agus seasamh a' Bhùird, mar eisimpleir ma dh'fhàgas neach beachdan pearsanta air na meadhanan sòisealta a dh'fhaodadh daoine a thogail ceàrr mar bheachdan a' Bhùird.
 - A' dèanamh feum den Bhòrd gus taic a thoirt do bhathar, beachd no cùis phoilitigeach sam bith no gus na nithean sin a chur air adhart
 - Air a sealltainn ann an dòigh far nach eil e soilleir an e brath pearsanta no proifeiseanta a th' ann, agus dh'fhaodadh sin cron a dhèanamh air cliù na buidhne.
- Contain breaches of copyright and data protection
 - Contain material of an illegal, sexual or offensive nature
 - Include confidential information about the Bòrd
 - Bring the organisation into disrepute or compromise the Bòrd's brand and reputation, for example through posting personal views which can be misconstrued as the Bòrd's on social media.
 - Use the Bòrd to endorse or promote any product, opinion or political cause
 - Cause confusion as to whether the post is in a personal or professional capacity, potentially bringing the organisation into disrepute.

4.3 Ged a thathar a' brosnachadh dhaoine gu bhith a' cleachdadh nam meadhanan sòisealta agus gu bhith ag obair còmhla, feumaidh luchd-obrach dèanamh cinnteach gun cùm iad ris na poileasaidhean eile agus na còdan giùlain aig Bòrd na Gàidhlig.

While the use of social media and collaborative working is encouraged, employees must ensure compliance with other Bòrd na Gàidhlig policies and codes of conduct.

4.4 Ma dh'fhoillsicheas sibh susbaint a bhristeas/bhriseas gin de na riaghailtean seo, dh'fhaodadh gun tèid am pròiseas smachdachaidh foirmeil a chur an sàs a rèir Poileasaidh Smachdachaidh Bhòrd na Gàidhlig.

If content published by you breaches these terms, it may lead to a formal disciplinary process in accordance with the Bòrd na Gàidhlig Disciplinary policy.

4.5 Feumaidh sibh na h-aon cheumnanan dìona a ghabhail 's a ghabhadh sibh le conaltradh poblach sam bith eile mun Bhòrd.

You must use the same safeguards as you would with any other form of communication about the Bòrd in the public sphere.

Tha na ceumnanan sin a' gabhail a-steach:

These safeguards include:

- a' dèanamh cinnteach gu bheil adhbhar ann airson a' chonaltraidh a nì sibh agus gu bheil buannachd ann don Bhòrd;
- making sure that the communication has a purpose and a benefit for the Bòrd;

- a’ faighinn cead bho mhanaidsear mus tòisich sibh air iomairt phoblach sna meadhanan sòisealta; agus
- ag iarraidh air co-obraiche sùil a thoirt air an t-susbaint mus tèid a foillseachadh.
- obtaining permission from a manager before embarking on a public campaign using social media; and
- getting a colleague to check the content before it is published.

4-6 Le conaltradh sam bith a nì sibh sna meadhanan sòisealta, mar phàirt den dreuchd phroifeiseanta agaibh, chan fhaod sibh:

- cron a dhèanamh air cliù Bhòrd na Gàidhlig, mar eisimpleir, ma tha sibh;
- a’ càineadh no ag argamaid le ar luchd-cleachdaidh, ur co-obraichean no daoine/buidhnean a tha ann an co-fharpais leinn;
- a’ toirt bheachdan tuaileasach seachad mu dhaoine, luchd-obrach, Buill a’ Bhùird no buidhnean eile; no
- a’ cur suas dealbhan nach eil iomchaidh no ceanglaichean ri susbaint neo-iomchaidh;
- bring Bòrd na Gàidhlig into disrepute, for example by:
- criticising or arguing with customers, colleagues or rivals;
- making defamatory comments about individuals, employees, board members or other organisations or groups; or
- posting images that are inappropriate or links to inappropriate content;

Riaghailtean dìomhaireachd a bhristeadh, mar eisimpleir, ma tha sibh:

- a’ foillseachadh fiosrachadh a tha le Bòrd na Gàidhlig;
- a’ toirt fiosrachadh dìomhair seachad mu neach fa leth (leithid co-obraiche no neach-cleachdaidh) no buidheann; no
- a’ bruidhinn air na thachras taobh a-staigh a’ Bhùird (leithid na planaichean a th’ ann airson an ama ri teachd nach deach fhoillseachadh gu poblach fhathast);
- Breach confidentiality, for example by:
- revealing information owned by the Bòrd;
- giving away confidential information about an individual (such as a colleague or customer contact) or organisation; or
- discussing the Bòrd’s internal workings (such as its future business plans that have not been communicated to the public);

Còraichean dligheach a bhristeadh, mar eisimpleir:

- a’ cleachdadh ìomhaighean no susbaint sgrìobhte aig cuideigin eile gun chead bhuapa;
- gun a bhith a’ comharrachadh gun deach cead a thoirt seachad gus rudeigin ath-nochdadh; no
- Breach copyright, for example by:
- using someone else’s images or written content without permission;
- failing to give acknowledgement where permission has been given to reproduce something; or

- dad sam bith a dhèanamh a dh'fhaodadh a bhith air fhaicinn mar nì far a bheil sibh a' dèanamh leth-bhreith, no burraidheachd no sàrachadh air neach sam bith, mar eisimpleir le bhith:
- a' toirt bheachdan oilbheumach no suarach seachad a thaobh gnè, ath-bhuileachadh gnè, cinneadh (a' gabhail a-steach nàiseantachd), ciorram, taobh gnèitheasach, creideamh no na tha neach a' creidsinn no aois;
- a' cleachdadh nam meadhanan sòisealta gus burraidheachd a dhèanamh air neach (leithid co-obraiche); no
- a' cur iomhaighean suas a nì leth-bhreith air daoine no a tha oilbheumach (no ceanglaichean ri leithid a shusbaint).
- Ma tha coltas ann gun deach am poileasaidh seo a bhristeadh a thaobh burraidheachd, sàrachadh, geur-leanmhainn no leth-bhreith, thèid am pròiseas a chithear sa Phoileasaidh a thaobh Urraim san Àite-obrach a chur an sàs agus dh'fhaodadh gun tèid am pròiseas Smachdachaidh aig Bòrd na Gàidhlig a chur an gnìomh.
- do anything that could be considered discriminatory against, or bullying or harassment of, any individual, for example by:
- making offensive or derogatory comments relating to sex, gender reassignment, race (including nationality), disability, sexual orientation, religion or belief or age;
- using social media to bully another individual (such as a colleague); or
- posting images that are discriminatory or offensive (or links to such content).
- If there appears to be a breach of this policy regarding bullying, harassment, victimisation or discriminatory then the process detailed in the Bòrd na Gàidhlig Dignity at work policy will apply and may lead to the Bòrd na Gàidhlig Disciplinary process being followed.

4.7 Bu chòir dhuibh nuair a tha sibh a' cur suas susbaint sna meadhanan sòisealta, mar phàirt den dreuchd phroifeiseanta agaibh, cumail ri ar poileasaidh Gàidhlig.

Any social media content posted in an official capacity should comply with our Gaelic policy.

5 Na meadhanan sòisealta nur beatha phearsanta

Social media in your personal life

5.1 Tha Bòrd na Gàidhlig a' tuigsinn gum bi tòrr luchd-obrach a' cleachdadh nam meadhanan sòisealta nam beatha phearsanta. Ged nach bi sibh ag obair às leth a' Bhùird an uair sin, feumaidh sibh euimhneachadh gum faod sibh cron a dhèanamh air a' bhuidhinn fhathast ma tha sibh air ur n-àithneachadh mar neach obrach againn. Nuair nach eil thu aig d' obair, tha e, gu dearbh, gu tur an urra riut fhèin co-dhùnadh am bu chòir agus ciamar a roghnaicheas tu àite meadhanan sòisealta a chruthachadh no pàirt a ghabhail ann an cruth sam bith eile de fhoillseachadh no deasbaireachd air-loidhne. 'S e seo do ghnìomhachas fhèin. 'S ann leat fhèin a tha na beachdan a chuireas tu an cèill.

Bòrd na Gàidhlig recognises that many employees make use of social media in a personal capacity. Whilst/When you are not acting at work, it is, of course, entirely up to you to decide whether and how you choose to create or participate in a social media space or any other form of online publishing or discussion. This is your own business. The views and opinions you express are your own.

However, each of us represents Bòrd na Gàidhlig, and so we must be mindful of this when participating in social media and any kind of online communications.

Ach, tha sinn uile a' riochdachadh Bòrd na Gàidhlig, agus mar sin feumaidh sinn a bhith mothachail air seo nuair a bhios sinn a' gabhail pàirt anns na meadhanan sòisealta agus seòrsa sam bith de chonaltradh air-loidhne. Ge bith an ann nad ùine fhèin no aig àm Bhòrd na Gàidhlig a tha sibh, tha thu fhathast nad riochdaire bhon Bhòrd, tha am breithneachadh a nì thu nad ùine fhèin a' meòrachadh air a' bhreithneachadh a nì thu aig an obair.

5.2 Faodaidh sibh a ràdh gu bheil sibh ag obair don bhuidhinn, agus le sin thathar a' gabhail ris gu bheil e nàdarra do chuid a luchd-obrach a bhith ag iarraidh bruidhinn mun obair aca sna meadhanan sòisealta. Ge-tà, chan fhaod ainm Bhòrd na Gàidhlig a bhith mar phàirt de dh'ainm clàraichte no cunntas pearsanta a th' agaibh air-loidhne (mar eisimpleir, an t-ainm a th' air blog a th' agaibh no ainm [Twitter](#) cunntas agaibh).

5.3 Ma bhruidhneas sibh mun obair agaibh sna meadhanan sòisealta (mar eisimpleir, a' toirt bheachdan seachad air cuspairean air a bheil eòlas spèisealta agaibh tron obair agaibh no air an roinn sa bheil sinn ag obair), feumaidh sibh fios-àicheidh a chur sa chlàr-chunntais agaibh, me, "S e na beachdan agam fhìn a mhàin a tha mi a' toirt seachad agus dh'fhaodadh nach bi na h-aon bheachdan aig an fhastaiche agam" no "S ann leamsa a tha na Tweets, ach ma nì mi re tweet air susbaint chan eil sin a' ciallachadh gu bheil mi ag aontachadh ris."
Mar neach-obrach aig Bòrd na Gàidhlig tha e cudromach a bhith mothachail nach urrainn postadh fiosrachaidh no beachdan mu Bhòrd na Gàidhlig agus/no Riaghaltas na h-Alba a bhith dealaichte bho do bheatha obrach. Gheibhear fiosrachadh sam bith a thèid fhoillseachadh air-loidhne air feadh an t-saoghail taobh a-staigh dìogan agus bidh e ri fhaotainn dha na h-uile.

Tha thu gu pearsanta cunntachail airson susbaint sam bith a dh' fhoillsicheas tu agus feumaidh tu:

- tuigsinn na roghainnean prìobhaideachd agad air-loidhne – thoir sùil air na roghainnean agad agus tuig cò chì am fiosrachadh a dh'fhoillsicheas tu agus am fiosrachadh pearsanta agad

Whether you are on behalf your own time or Bòrd na Gàidhlig time, you are still a representative of the Bòrd, you must be aware that you can damage the organisation if you are recognised as being one of our employees judgment you exercise on your own time reflects on the judgment you exercise at work.

You are allowed to say that you work for the organisation, which recognises that it is natural for some of its employees to want to discuss their work on social media. However, your online profile (for example, the name of a blog or a [Twitter](#) account name) must not contain Bòrd na Gàidhlig's name.

If you discuss As a Bòrd na Gàidhlig employee it is important to be aware that posting information or views about Bòrd na Gàidhlig and/or the Scottish Government cannot be isolated from your work on social media (for example, giving opinions on your specialism or the sector in which we operate), working life. Any information published online can be accessed around the world within seconds and will be available for all to see.

You are personally responsible for any content you publish and you must include:

- understand your online privacy settings – check your settings and understand who can see the information you publish and your personal information
- follow Bòrd na Gàidhlig's IT policies and Code of Conduct
- make it clear that you are speaking for yourself and not on behalf of the organisation if you do talk about the work you do for Bòrd na Gàidhlig or a policy you are associated with. Use a disclaimer on your profile, e.g. such as "the views +

- [leantainn poileasaidhean IT agus Còd Giùlain Bòrd na Gàidhlig](#)
- [Dèanamh soilleir gu bheil thu a' bruidhinn air do shon fhèin agus chan ann às leth na buidhne ma bhios tu a' bruidhinn mun obair a tha thu a' dèanamh airson Bòrd na Gàidhlig. Gàidhlig no poileasaidh ris a bheil thu co-cheangailte. Cleachd àicheadh mar "'s ann leam fhìn a tha na beachdan a tha air an cur an cèill an seo agus chan eil iad gu riatanach a' nochdadh beachdan an fhastaiche agam". Ach chan eil àicheadh na dhion bho phuist droch-rùnach, burraidheachd no leth-bhreith mar a chaidh a mhineachadh roimhe sa phoileasaidh seo.](#)
- [Gun leigeil le do chleachdadh pearsanta de na meadhanan sòisealta bacadh a chur air an obair agad](#)

[Thoir an aire don fhiosrachadh pearsanta a nochdas tu air làraichean meadhanan sòisealta, gu sònraichte a thaobh goid aithneachaidh. Faodaidh cunnart mòr a bhith ann a bhith a' dèanamh fiosrachadh leithid do cheann-latha-breith, d' àite-obrach, agus fiosrachadh pearsanta eile a tha ri fhaotainn gu poblach a thaobh goid dearbh-aithne.](#)

[Rianachd d' aithne dhidseatach](#)

- 5.4 ~~Ge tà, ged a bhios fios àicheidh ann, chan eil sin a' toirt cead dhuibh a bhith a' foillseachadh bhrathan droch-rùnach no brathan far a bheil sibh ri burraidheachd no leth-bhreith, mar a chaidh a mhineachadh roimhe sa phoileasaidh seo.~~

~~A rèir nam poileasaidhean IT airson luchd-obrach, tha e cudromach a bhith mothachail air d' aithne dhidseatach agus mar a làimhsicheas tu agus a dhìonas tu seo. Feuch ri dèanamh cinnteach gu bheil thu:~~

- ~~a' dèanamh lèirmheas air agus a' cleachdadh roghainnean priobhaideachd. Leigidh a' mhòr-chuid de phrìomh làraich meadhanan sòisealta leat smachd a chumail air cho follaiseach sa tha am fiosrachadh agaibh air an làrach. Feumaidh tu co-dhùnadh dè cho follaiseach 's a tha thu airson 's gum bi am fiosrachadh conaltraidh is pròifil, bhideothan, dealbhan,~~

~~expressexpressed here are mine alone my own and do not necessarily reflect the views of my employer" or "Tweets my own, re-tweets not an endorsement". However a disclaimer is no protection from malicious, bullying or discriminatory posts as previously detailed in this policy.~~

- ~~not let your personal use of social media interfere with your job~~

~~Be mindful of the personal information you disclose on social media sites, especially with regards to identify theft. Making information such as your date-of-birth, your place of work, and other personal information publicly available can be high risk in terms of identity theft.~~

[Managing your digital identity](#)

~~However a disclaimer is no protection from malicious, bullying or discriminatory posts as previously detailed in this policy.~~

~~In line with the IT policies for staff, it is important to be mindful of your digital identity and how to manage and protect this. Try to ensure that you:~~

- ~~review and use privacy settings. Most major social media sites allow you to control how visible your information is on the site. You need to decide how visible you want your contact and profile information, videos, photos, and other posts need to be, and take the time to set the appropriate controls within the media site in question~~

[agus puist eile agaibh, agus gabh ùine gus na smachdan iomchaidh a shuidheachadh taobh a-staigh làrach nam meadhanan sin](#)

- [anns a' mhòr-chuid de làraichean meadhanan sòisealta, faodaidh tu iomallachadh cò chì dealbhan no bhidio le tagadh d' ainm. Bu chòir dhut beachdachadh air cho iomchaidh sa tha bhidio no dealbhan sam bith mus luchdaich thu suas iad. Feumaidh tu cuideachd brath a ghabhail air roghainnean sam bith a leigeas leat smachd a chumail air cho follaiseach sa dh' fhaodadh an susbaint seo a bhith mura h-eil do charaidean air a bhith cho ciallach.](#)
- [bi gu sònraichte faiceallach mu cheanglaichean droch-rùnach air an cur thugaibh tro chunntasan meadhanan sòisealta. San fharsaingeachd feuch gun a bhith a' briogadh air ceanglaichean a tha air an cur thugaibh ge bith cò an stòr](#)
- [dion cunntasan meadhanan sòisealta bho bhith air an toirt thairis. Cleachd faclan-faire làidir. Agus bi faiceallach nach foillsich thu na teisteanasan agaibh. A' cleachdadh na teisteanasan agaibh, dh' fhaodadh luchd-ionnsaigh do chunntas a chleachdadh gus do chearcall de charaidean a thàladh gu bhith a' cliogadh air ceangal droch-rùnach a chaidh thuca bhon chunntas agad](#)

- [in most social media sites, you can limit who can see photos or video tagged with your name. You should consider how appropriate any video or photos are before you upload them. You also need to take advantage of any settings that allow you to control how visible this content could be if your friends have not exercised such good common sense](#)
- [be especially careful of malicious links sent via social media accounts. In general resist the urge to click on links sent to you no matter the source](#)
- [protect social media accounts from being hijacked. Use strong passwords. And be careful not to disclose your credentials. Using your credentials, attackers could use your account to lure your circle of friends into clicking a malicious link sent from your account](#)

5-5 Bu chòir dhuibh daonnan tuigsinn gum faod e bhith doirbh don phoball eadar-dhealachadh a dhèanamh eadar an cunntas pearsanta aig neach-obrach agus an dreuchd aca agus faodaidh e bhith doirbh dhaibh a bhith cinnteach co-dhiù a bheil sibh a' foillseachadh bhrathan gu pearsanta no gu proifeiseanta. Dh'fhaodadh seo a bhith gu h-àraidh fìor mu choimhearsnachd na Gàidhlig leis a bheil Bòrd na Gàidhlig ag obair.

You should always understand that the public may have difficulty in distinguishing between an employee's personal account and whether posts are made in a personal or professional capacity. This may particularly apply to the Gaelic community in which Bòrd na Gàidhlig operates.

5-6 Mura h-eil sibh cinnteach, na cuiribh dad suas agus na fàgaibh beachd.

If unsure, don't post or comment.

5-7 Cha bhithear a' cumail sùil gu cunbhalach no ann an dòigh òrdail air na nì luchd-obrach no seann luchd-obrach air-loidhne sna meadhanan sòisealta. Ge-tà, ma thathar den bheachd gu bheil neach-obrach tron chunntas-phearsanta aca sna meadhanan sòisealta air am poileasaidh seo a

There will be no systematic or routine checking of current or former employees' online social media activities. However, if an employee's personal social media account is believed to have contravened this policy, it may lead to a

bhristeadh, dh'fhaodadh gun tèid pròiseas smachdachaidh foirmeil a chur an sàs nan aghaidh a rèir Poileasaidh Smachdachaidh Bhòrd na Gàidhlig.

formal disciplinary process in accordance with Bòrd na Gàidhlig Disciplinary policy.

6 A' cleachdadh nam meadhanan sòisealta an lùib mhodhan fastaidh

Use of social media in the recruitment process

6-1 Cha bhithear a' cumail sùil gu cunbhalach no ann an dòigh òrdail air na nì tagraichean, a dh'fhaodadh a bhith nan luchd-obrach againn, air-loidhne sna meadhanan sòisealta, thoradh le sin dh'fhaodar leth-bhreith a dhèanamh air an tagraiche agus aig a' cheann thall dh'fhaodadh e a bhith a' ciallachadh nach deach pròiseas fastaidh cothromach a chur an sàs.

There will be no systematic or routine checking of prospective employees' online social media activities, as this could lead to discrimination of the candidate and ultimately compromise the integrity of the recruitment process.

7 Cumhachdan Co-èigneachaidh a' Phoileasaidh

Policy Enforcement

7-1 Ma [bhristeasbhriseas](#) sibh cumhachan a' phoileasaidh seo, dh'fhaodadh gun tèid an t-susbaint a bhrist na cumhachan a dhubhadh às agus gun tèid casg a chur oirbh bho bhith a' cleachdadh nam meadhanan sòisealta mar riochdaire airson Bòrd na Gàidhlig. Cuideachd, dh'fhaodadh gun tèid am pròiseas smachdachaidh foirmeil aig Bòrd na Gàidhlig a chur an sàs.

Breaching the terms set out within this policy could result in the offending content being removed and you being suspended from using social media as a representative of the Bòrd. It may also result in the Bòrd na Gàidhlig formal disciplinary process being initiated.

7-2 Ma dh'fhoillsicheas sibh susbaint a nì cron air a' Bhòrd no ar luchd-obrach, dh'fhaodadh gun tèid pròiseas smachdachaidh foirmeil a chur an sàs. Ma thèid am poileasaidh seo a bhristeadh gu dona, mar eisimpleir ma tha sibh ri burraidheachd air co-obraichean no ma nì sibh rudeigin sna meadhanan sòisealta a nì cron mòr air a' Bhòrd, dh'fhaodadh sin a bhith air fhaicinn mar fhìor dhroch ghiùlan agus gun tèid ur cur às an dreuchd agaibh sa bhad.

Content that you publish which causes damage to the Bòrd or its employees may lead to a formal disciplinary process. Serious breaches of this policy, for example incidents of bullying of colleagues or social media activity causing serious damage to the Bòrd, may constitute gross misconduct and may lead to summary dismissal.

8 Measadh na Buaidhe air Co-ionannachd

Equality Impact Assessment

8-1 Tha Bòrd na Gàidhlig a' gabhail ris gu bheil e mar uallach air dèanamh cinnteach nach tèid leth-bhreith a dhèanamh air neach sam bith no gum fulaing iad anacoithrom ri linn aois, ciorram, gnè, cinneadh, creideamh, no taobh gnèitheasach. Chaidh Measadh Co-ionannachd a dhèanamh air a' phoileasaidh seo gus dèanamh cinnteach gu bheil co-ionannachd ann.

Bòrd na Gàidhlig recognises its responsibility to ensure that no-one is discriminated against or disadvantaged on the grounds of age, disability, gender, race, religion, or sexual orientation. This policy has been screened through an Equality Impact Assessment to enable equality.

9 Smachd Sgrìobhainn

Document Control

<u>Dreach</u> <i>Version Number</i>	<u>Adhbhar/Atharrachadh</u> <i>Purpose/Change</i>	<u>Ùghdar</u> <i>Author</i>	<u>Ceann-là</u> <i>Date</i>
<u>1.1</u>	<u>Review by Corporate Team to update</u>	<u>Corporra</u>	<u>17/05/2024</u>
<u>1.2</u>	<u>Update from Senior Management Approval and Staff Consultation</u>	<u>KNG</u>	<u>10/02/2025</u>

Coinneamh:	A' Chomataidh Poileasaidh is Ghoireasan
Ceann-là:	11 Gearran 2025
Tìotal:	Plana Obrach na Comataidh
Gnìomh a dhìth:	Ri Aontachadh
Àireamh pàipear:	7.1
Neach-labhairt:	Ealasaid Dhòmhnallach, Ceannard
Pàipearan-taic:	PT1 Plana Obrach 2024/25 PT2 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. Chaidh aontachadh aig a' bhòrd gum biodh 3 coinneamhan clàraichte aig a' chomataidh gach bliadhna agus co-dhiù aon ad hoc. Tha seo airson dèanamh cinnteach gum bi sùbailteachd ann nuair a thathar a' dèiligeadh ri cùisean ag èirigh.
- 3.3. Bidh sinn a' dèiligeadh ri foghlam agus ionnsachadh aig coinneamhan a' bhùird, mar sin thig iad far a' chlàr-gnothaich mar nithean slàn. Ach, far a bheil e iomchaidh faodaidh nithean co-cheangailte ri foghlam agus ionnsachadh tighinn chun na comataidh le aonta bho Chathraiche na Comataidh.

4. Moladh

- 4.1. Ri thoirt fa-near don phlana-obrach 2024/25 agus 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 cùm Bòrd na Gàidhlig air a' leasachadh nan dòighean-obrach aige.

- 5.5. Buaidhean 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. Buaidhean air Slàinte is Sàbhailteachd: Cha bhi gin ann.
- 5.7. Buaidhean 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	<input type="checkbox"/>	Clann is Òigridh	<input type="checkbox"/>
Cultar	<input type="checkbox"/>	Coimhearsnachdan	<input type="checkbox"/>
Àrainneachd	<input type="checkbox"/>	Bochdainn	<input type="checkbox"/>
Slàinte	<input type="checkbox"/>	Eadar-nàiseanta	<input type="checkbox"/>
Foghlam	<input type="checkbox"/>	Eaconamaidh	<input type="checkbox"/>
Gnothachasan soirbheachail is ùr-ghnàthach	<input checked="" type="checkbox"/>		

7. Cùrsa Riaghlachais

- 7.1. Dh'aontaich an Sgioba-stiùiridh ri susbaint a' phàipeir seo air 18/02/2025.

8. Dearbhadh air Cuairteachadh Sgrìobhainn

- 8.1. Tha am pàipear seo fosgailte don phoball.

A' Chomataidh Poileasaidh is Ghoireasan (CPG) Plana Obrach 2024/25

		Cèitean 07/05/2024	Sultain 10/09/2024	Samhain 05/11/2024	Gearran 11/02/2025
Puingean Stèidhichte	Cùisean Tòiseachaidh/Fàilte	√	√	√	√
	Geàrr-chunntas na coinneamh mu dheireadh	√	√	√	√
	Clàr gnìomhan	√	√	√	√
	Plana-obrach na Comataidh	√	√	√	√
	Lèirmheas air a' choinneamh	√	√	√	√
	Taisbeanadh	√	√	√	√
	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	√			
	Sgrùdadh Ràitheil den PCC 24/25	√			
	Plana Corporra				
Ionmhas	Aithisg Ràitheil air Ionmhas	√	√	√	√
	Tabhartasan eadar £50,001 agus £100,000	√	√	√	√
	Buidseat Bliadhnail agus Plana Ionmhas Meadhan-teirm				√
	Aithisg Bliadhnail air Solarachadh	√			
Cleachdadh	Planaichean Gàidhlig	√	√	√	√
	Adhartas nam Prìomh Buidhnean Libhrigidh		√		√
	Molaidhean Taic-airgid nam prìomh buidhnean				√
Ionnsachadh	Foghlam is Ionnsachadh	√	√	√	√
Puingean Ad-hoc	Buaidh bho thaic BnG air obair òigridh	√			

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	√			
	Sgrùdadh Ràitheil den PCC 25/26	√			
	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 Libhrigidh		√	√	
	Molaidhean Taic-airgid nam prìomh buidhnean			√	
Puingean Ad-hoc	Buaidh bho thaic BnG air obair òigridh	√			