

## Bòrd na Gàidhlig

### TEAMPLAID FOIRM DEARCNACHAIDH PLANA CÀNAIN GÀIDHLIG GAELIC LANGUAGE PLAN MONITORING FORM TEMPLATE

#### Stiùireadh:

Fo sgèith Achd na Gàidhlig (Alba) 2005 faodaidh am Bòrd aithisg dearcnachaidh iarraidh bho ùghdarrasan poblach le fios mu adhartas air liubhairt toraidhean a' phlana. 'S e am prìomh amas aig a' Bhòrd gum faigh an t-ùghdarras cothrom a bhith a' dèanamh tomhas air adhartas a thathar a' dèanamh agus sealltainn far a bheil neartan no laigsean mu choinneamh adhartas. A bharrachd air seo, tha am pròiseas seo a' toirt cothrom don ùghdarras a bhith a' dèanamh planadh ro-làimh mar phàirt den phròiseas ath-bhreithneachaidh riatanach ro ùrachadh a' phlana, agus cunntas a ghabhail air leasan a chaidh ionnsachadh agus buaidh a' phlana air poileasaidhean is planaichean na buidhne.

Tha am Bòrd a' moladh na teampalaid gu h-ìosal mar chruth airson aithisg dearcnachaidh. Thathar a' cleachdadh còd dhathan gus adhartas a shealltainn air liubhairt thoraidean.

Mar stiùireadh air a' phròiseas dearcnachaidh san fharsaingeachd, tha am Bòrd a' moladh na leanas:

- Gu bheil adhartas air a chomharradh gu soilleir airson nan gnìomhan uile, le meudachadh càileachd is àireamhail air an clàradh.
- Far a bheil dàil air a bhith ann, gu bheil mìneachadh soilleir air dè dh'adhbhraich seo agus an dòigh anns a bheil an t-ùghdarras gu bhith a' rèiteachadh chùisean.
- Gu bheil earrann air a gabhail a-steach aig deireadh na h-aithisge le fios mu leasan a chaidh ionnsachadh.

Thèid an teampalaid seo a chleachdadh leis a' Bhòrd airson measadh a dhèanamh air aithisgean dearcnachaidh. Thèid coimhead air an tar-shealladh a thaobh co-ionannachd spèise; tairgse fhor-gnìomhach; àbhaisteachadh; na raointean leasachaidh agus prìomh raointean planadh cànain Gàidhlig an cois a' Phlana Cànain Nàiseanta Gàidhlig; planadh a thaobh luchd-obrach gu h-iomlan agus coileanadh uile gu lèir. Bidh freagairt a' Bhùird stèidhichte air fianais a tha air thaisbeanadh san aithisg.

#### Guidance:

Under the Gaelic Language (Scotland) Act 2005 the Bòrd may require public authorities to submit a monitoring report on progress regarding delivery of their plan's outputs. The purpose of this is to provide the authority with an opportunity to measure progress, to take remedial action if necessary or note where progress has been greater than anticipated. The reporting process is also intended to support the organisation to plan in advance of the review required prior to renewal of its plan, to take account of lessons learned, and to measure the plan's impact across the organisation's policy and planning process.

The template provided below is the Bòrd's recommended monitoring report format. It includes a colour code system to indicate progress on output delivery and a key is provided regarding this.

By way of general guidance for the monitoring process the Bòrd encourages the following:

- That for all actions a clear measure of progress is included, with the qualitative and numerical increase recorded.

- Where there has been a delay in progress or no progress that this is clearly stated, with an explanation of why this has occurred and what the response is.
- That a 'lessons learned' section is included at the end of the report.

The Bòrd will use this template when assessing monitoring reports. We will also look at the wider picture in terms of delivery on equal respect; active offer; mainstreaming; the development areas and key language planning categories contained in the National Gaelic Language Plan; workforce planning and overall performance. Our response will be based on what is evidenced in the report.

Clàr Key	
A' dol mar bu chòir – gun dùbhlán no dùbhlán aig ìre ìseal a bhuailas air ceann-latha no càileachd an toraidh On track – minimal or no issues that can impact on quality or delivery of output to schedule.	
Dàil air ceann-latha libhrigidh agus/no càileachd/meud an toraidh taobh a-staigh chrìochan a' Phlana. Delay in delivery time line and/or quantity/quality of output within parameters of the Plan.	
Dàil air libhrigeadh an toraidh taobh a-staigh clàr-ama a' phlana no cha tèid an toradh a choileanadh taobh a-staigh clàr-ama a' Phlana. Delay in output delivery within the plan's time-line or target output will not be achieved within plan's time-line	

Fiosrachadh Bunaiteach Base-line information		
Ceann-latha aonta Plana Cànanain Gàidhlig Riaghaltas na h-Alba <a href="#">Approval date of the Scottish Government Gaelic Language Plan</a>	5 October 2016	
Àrd-oifigear le uallach iomlan airson a' Phlana <a href="#">Senior officer with overall responsibility for the Plan</a>	Leslie Evans, Permanent Secretary, Scottish Government	
Àrd-oifigear le uallach airson am Plana a chur an gnìomh <a href="#">Senior officer with responsibility for the implementation of the Plan</a>	Douglas Ansdell, Head of Gaelic & Scots Team	
Oifigear le uallach làitheil airson a' Phlana <a href="#">Officer with day-to-day responsibility of the Plan</a>	Ruaraidh MacIntyre/Stuart Pescodd, Gaelic & Scots Team	
Ceann-latha a chuireadh an aithisg a-staigh <a href="#">Date of submission of monitoring report</a>	30 November 2017	
Bun-dhleastanasan Core Commitments		
Earrann 1 – Dearbh-aithne agus Follaiseachd Section 1 - Identity and Visibility		
Geallaidhean /cinn-làithean targaid <a href="#">Commitments/delivery dates</a>	Adhartas <a href="#">Progress</a>	Ìre <a href="#">Status</a>
<b>HIGH LEVEL AIM</b> The Scottish Government logo will be refreshed, giving equal respect to Gaelic. (2016)	This has been implemented, with an organisation-wide refresh being carried out across the organisation and being phased in on a replacement basis. The now logo contains both English and Gaelic as standard (as with the previous logo) but now has the Gaelic text equal in size to the English. 	
A database will be maintained of Gaelic versions of internal division and agency names to ensure consistency within the organisation. (Immediately)	This is in place, and is updated by the Gaelic and Scots team as and when internal restructuring happens.	
Use of bilingual letter templates for Ministers, Directorates and Divisions will be encouraged as the default. (Ongoing)	Bilingual versions of all letterheads are available, and are being used more frequently, particularly in the Learning Directorate. Due to the structure and nature of the organisation, work is ongoing to roll this out across the organisation, and implementation of this will be a point of discussion for the SG GLP Implementation Group (see below).	

Earrann 2 – Conaltradh agus Foillseachaidhean		
Section 2 – Communications and Publications		
Geallaidhean /cinn-làithean targaid Commitments/delivery dates	Adhartas Progress	Ìre Status
<p><b>High Level Aim</b> We will work with Directorates to include Gaelic in news and media activities, covering matters of national importance, as well as matters relevant to the Gaelic language in Scotland. (During the life of the Plan)</p>	<p>Gaelic has been included in a range of social media activity, particularly related to cultural and educational events and initiatives.</p> <p>In the period from approval of the Plan to submission of this report, there have been 4 SG news releases issued bilingually, listed below:</p> <p>19/10/16      £700,000 for Gaelic language delivery 31/3/17      New Members Appointed to Bòrd Na Gàidhlig 10/8/17      Funding for Gaelic Centre 13/10/17      Funding for the National Mòd</p> <p>Further implementation across the organisation will be a point of discussion for the SG GLP Implementation Group.</p>	
<p><b>High Level Aim</b> We will continue to increase Gaelic presence on all Scottish Government websites (including corporate website, internal staff intranet and new websites as they are developed), on the basis of equal respect, visibility and usability of Gaelic. (During the life of the Plan)</p>	<p>The gov.scot website is currently in the process of being transitioned to a new website, currently accessible at <a href="http://beta.gov.scot">http://beta.gov.scot</a>. We are working to include Gaelic on the basis of equal respect, and pages are currently available bilingually on the Gaelic language (<a href="https://beta.gov.scot/policies/languages/gaelic/">https://beta.gov.scot/policies/languages/gaelic/</a>) and the standard contact pages (<a href="https://beta.gov.scot/about/contact-information/">https://beta.gov.scot/about/contact-information/</a>). We will continue to consider the pages we offer bilingually as the beta site is transitioned and developed.</p>	
<p>Further content which can be issued in Gaelic or bilingually will be identified, translated and published. (Ongoing)</p>	<p>This is ongoing by the Gaelic and Scots team and includes news, media, social media and publication activity listed elsewhere in this report.</p>	
<p>We will include Gaelic in further developments as we move to disseminate more information through social media. (During the life of the Plan)</p>	<p>This has increased both through the use of the @ScotGovGaidhlig account to highlight and retweet Gaelic-related topics, as well as occasional bilingual tweets in other SG Accounts. We have recently trialled the use of bilingual infographics and we will be continuing to explore the use of these in the future.</p>  <p>The infographic contains the following text:      Tha taic làidir aig Riaghaltas na h-Alba dhan Ghàidhlig      The Scottish Government is a strong supporter of Gaelic      Tha sinn a' toirt seachad £25,000 airson goireasan do dh'ìnbhich a tha ag ionnsachadh Gàidhlig      We are providing £25,000 towards Adult Gaelic Learner resources      Scottish Government      Riaghaltas na h-Alba      gov.scot</p>	

The Scottish Government will have a representative available for interview or comment in Gaelic if requested by media outlets, and will publicise this availability. (Immediately)	This has never been requested.	
The Gaelic and Scots Team will offer advice on the use of Gaelic at public meetings and record any requests. (During the life of the Plan)	We have offered advice on the use of Gaelic, or put teams in touch with external contacts, for several public meetings. These have included advice on Gaelic materials for a Lyme Disease seminar in Benbecula in August 2017, and continued engagement on the inclusion of Gaelic in Scotland's Cultural Conversation, in partnership with Creative Scotland and Bòrd na Gàidhlig.	
<b>Earrann 3 – Luchd-obrach agus Trèanadh</b> <b>Section 3 – Staffing and Training</b>		
Geallaidhean /cinn-làithean targaid <b>Commitments/delivery dates</b>	Adhartas <b>Progress</b>	Ìre <b>Status</b>
We will explore the needs of Gaelic language learning by including Gaelic in future staff engagement and promote availability to Scottish Government staff. (Ongoing)	We have publicised the work of the Gaelic and Scots team as the point of contact for Gaelic-related issues, and will continue this through future awareness training across the SG.	
We will offer Gaelic awareness training for communications staff and senior officers. (By end 2016)	We held a Gaelic awareness session in 2016 for communications staff and staff within the Learning Directorate, and have offered specific training for departments in relation to their role and responsibilities on a request basis. We are developing a new pilot scheme on minority language awareness training involving Gaelic, Scots and BSL and this will be rolled out and offered to other public sector organisations.	
The Scottish Government's training network is the Learning Gateway. Using this we will support our Training Liaison Officers when promoting Gaelic language learning.	Advice is available through our TLOs for anyone wishing to learn Gaelic.	

**Plana Cànan Gàidhlig Nàiseanta agus Riaghaltas na h-Alba**  
**The National Gaelic Language Plan and the Scottish Government**

<b>Togail Cànan</b> <b>Language acquisition</b>		
<b>Geallaidhean</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>
We are represented on the National Gaelic Education Strategy Steering Group (NGESSG).	The Gaelic and Scots team continue to work closely with all stakeholders in the Gaelic education sector.	
We will continue to operate the scheme of specific grants for Gaelic education.	We continue to support local authorities through this funding scheme.	
We will continue to provide additional funding for projects related to Gaelic medium education and Gaelic for learners in Scotland.	In addition to the Gaelic organisations which we regularly fund, in 2016-17 we have provided additional funding for the following projects/organisations: Bòrd na Gàidhlig (GfT, Nova Scotia links, Teacher Recruitment Officer) MG Alba (Bannan workshops/training/FilmG/LearnGaelic) Ainmean-Àite na h-Alba (Website) Comunn na Gàidhlig (Spòrs Gàidhlig) An Comunn Gàidhealach (National Mòd) Stòrlann (Go! Gaelic, Play, Talk, Read) Ceòlas Comunn Eachdraidh Nis Fèisean nan Gàidheal	
We will continue to promote Gaelic medium education as a positive choice for parents.	Ongoing, in particular ensuring this message	
We will continue to promote Gaelic Language in the Primary School (GLPS).	We continue to fund and support Stòrlann and local authorities with Go! Gaelic (Gaelic as L2 and L3 in schools).	
We will continue to encourage and support the development of dedicated Gaelic medium schools, and Gaelic status schools.	This is ongoing through our direct funding streams (specific grant and capital fund) and through close working with stakeholders.	
We will continue to administer the Gaelic school capital fund to support local authorities with infrastructure for the provision of Gaelic education.	Many capital projects related to the provision of Gaelic education have been supported through this scheme in 2016-17, with details available on request.	
The Education (Scotland) Bill 2015 contains significant provisions for Gaelic education.	The Education (Scotland) Act 2016 ( <a href="https://www.legislation.gov.uk/asp/2016/8">https://www.legislation.gov.uk/asp/2016/8</a> ) contains provisions which provide a new process for parents to request Gaelic medium primary education, as well as placing a duty on Bòrd na Gàidhlig to prepare guidance on Gaelic education and a duty on local authorities to promote and	

	support Gaelic education. The Gaelic and Scots team continue to monitor implementation of these provisions and support stakeholders.	
We will continue to regard Gaelic adult education as a high priority.	We continue attend discussions with Bòrd na Gàidhlig and other stakeholders around Gaelic adult learning strategy and initiatives and offer support as needed.	
We will maintain funding for Bòrd na Gàidhlig's Gaelic Teacher Recruitment Officer.	This continues to be funded by SG.	
We will work with local authorities to ensure the development of workforce planning for Gaelic schools.	Engagement with local authorities and stakeholders is ongoing.	
We will work with all interested parties to investigate new ways of ensuring teacher supply matches demand.	Engagement with Bòrd na Gàidhlig, local authorities and other stakeholders is ongoing.	
We will encourage local authorities to prioritise Gaelic as L1, L2 or L3 under the 1+2 languages initiative.	Ongoing, in particular through GME for L1 and Go! Gaelic for L2/3.	
We will continue to support Stòrlann Nàiseanta na Gàidhlig, the organisation charged with co-ordinating the production and distribution of Gaelic educational resources throughout Scotland.	Stòrlann receive regular and project funding from the Scottish Government, and we work closely with them to ensure resources are provided as efficiently as possible.	
<b>Cleachdadh Cànan</b>		
<b>Language usage</b>		
<b>Geallaidhean</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>
We will continue to support Bòrd na Gàidhlig to enable it to deliver key objectives in the National Gaelic Language Plan, with a prioritisation of those which will help Gaelic in the community.	Bòrd na Gàidhlig receive regular funding as an NDPB to carry out functions related to the Gaelic Language (Scotland) Act 2005 on the Scottish Government's behalf which the Gaelic and Scots team monitor and support. We have been working closely with Bòrd na Gàidhlig on the next iteration of the National Gaelic Language Plan which is on track to be published in 2018.	
We will promote Gaelic in the community and encourage local authorities and others to support developments in this area.	We have ongoing discussions with local authorities and other organisations which have Gaelic language plans	
We will continue to support MG Alba and its partnership with the BBC Trust in the delivery of the Gaelic media service, BBC Alba.	MG Alba continue to be sponsored by the Scottish Government, and we provide additional funding, advice and support to them in relation to Gaelic broadcasting and the wider broadcasting landscape as this changes. See also list of projects supported above; additional details available on request.	

We will support Bòrd na Gàidhlig in making progress with National Gaelic Language Plan implementation in the areas of arts, publishing, media, community and the workplace.	We have provide additional project funding to several projects in these sectors. See list of projects supported above.	
We will support Gaelic culture and arts projects, working with partners to deliver the National Gaelic Arts Strategy and to promote Gaelic arts both in Scotland and internationally.	We attend and offer support on the National Gaelic Arts Strategy.	
We will continue to work to increase the public profile of Gaelic through bilingual signage policies on a new or replacement basis following the principle of equal respect for Gaelic and English.	Advice being provided is ongoing. Point of discussion for forthcoming Gaelic Language Plan Working Group (see below).	
We will continue to include Gaelic in our work in communities through projects connected to crofting and the Scottish Rural Network.	Ongoing through communications with the relevant teams and organisations.	
We will encourage the promotion of Gaelic in tourism, heritage and recreation sectors.	Ongoing. Point of discussion for forthcoming Gaelic Language Plan Working Group (see below).	
<b>Inbhe Cànan</b>		
<b>Language status</b>		
<b>Geallaidhean</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>
We will continue to promote Gaelic within our areas of operation.	Ongoing (see above).	
We will continue to ensure support is provided to public bodies developing Gaelic Language Plans.	Ministers continue to approve plan notices and high level aims for organisations, and officials monitor the process closely, with attendance at Bòrd committee meetings and plan panels, offering Bòrd na Gàidhlig advice and support with this as needed.	
We will continue to attend the GMòr group of officers engaged in Gaelic Language Plans.	We will be involved with discussions with Gaelic officers on the best format for GMòr going forward, to ensure the lines of communication remain open and useful.	
We will assess new policies or initiatives for their potential to benefit Gaelic.	Ongoing, particularly with initiatives related to education. Expansion to wider SG policies will be a point of discussion for the forthcoming Gaelic Language Plan Working Group.	
We will support key areas of Gaelic research.	We continue to facilitate areas of research as needed, particularly around the Census and educational statistics.	

We will continue to support the languages of Scotland through our participation in the British Irish Council.	The Gaelic & Scots team attend BIC meetings related to language policy to ensure Gaelic is represented and supported.	
We will encourage the use of Gaelic in national advertising campaigns.	Ongoing, and a point of discussion for the forthcoming Gaelic Language Plan Working Group (see below).	
<b>Corpas Cànanain</b> <b>Language Corpus</b>		
<b>Geallaidhean</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>
We will work with Bòrd na Gàidhlig on corpus planning activities in association with relevant bodies.	We have been closely monitoring the stakeholders in the current pilot project on Corpus development by Bòrd na Gàidhlig, Leacag, and will provide advice and support on the implementation of the next stage in 2018.	
We will assess the linguistic consequences of new policies or initiatives to ensure that they do not impact adversely on the use of Gaelic, and where possible we will ensure that they impact positively.	Ongoing, and a point of discussion for the forthcoming Gaelic Language Plan Working Group (see below).	
We will continue to work with Ainmean Àite na h-Alba (Gaelic Place-names of Scotland) to ensure consistent orthography of Gaelic in place-names.	We continue to attend AÀA meetings and have provided advice and project funding.	
We will work with those undertaking research in this area to improve the quality of the Gaelic language.	We provide advice and support as needed.	
We will adhere in our Gaelic language publications and media to the Gaelic Orthographic Conventions as published by the Scottish Qualifications Authority.	Consistently carried out.	

<b>Buileachadh is sgrùdadh</b> <b>Implementing and monitoring</b>		
<b>Geallaidhean</b> <b>Commitments</b>	<b>Adhartas</b> <b>Progress</b>	<b>Ìre</b> <b>Status</b>
<p>The SG GLP will be published bilingually on the Scottish Government website. In addition, we shall:</p>	<p><a href="https://beta.gov.scot/publications/scottish-government-gaelic-language-plan-2016-2021/">https://beta.gov.scot/publications/scottish-government-gaelic-language-plan-2016-2021/</a> (English)  <a href="https://beta.gov.scot/publications/plana-gaidhlig-riaghaltas-na-h-alba-2016-2021/">https://beta.gov.scot/publications/plana-gaidhlig-riaghaltas-na-h-alba-2016-2021/</a> (Gàidhlig)            Published on 5 May 2017 (publication was delayed due to the consultation on the National Gaelic Language Plan being active at the time).</p>	
<ul style="list-style-type: none"> <li>widely promote the Plan including sharing on social media</li> </ul>	<p>This was done on publication.</p>	
<ul style="list-style-type: none"> <li>make the Plan known to employees via the Scottish Government Intranet and update employees with new policies and initiatives developed under the Plan</li> </ul>	<p>An article was published on Saltire promoting the Plan and the work of the Gaelic and Scots team.</p>	
<ul style="list-style-type: none"> <li>make copies of the Plan available on request</li> </ul>	<p>Available.</p>	
<ul style="list-style-type: none"> <li>notify relevant stakeholders with information on how to access the Plan</li> </ul>	<p>Message was sent to stakeholders on publication.</p>	
<p>The Gaelic and Scots team will report progress on the commitments in this Plan to Bòrd na Gàidhlig annually.</p>	<p>Ongoing.</p>	
<p>We will establish a Gaelic Plan Working Group following publication of this Plan.</p>	<p>Plans to form this group have been delayed but we will be exploring this again in early 2018, and are identifying priorities for discussion once this group is formed, particularly ways of applying policies consistently across the whole organisation which have been referred to elsewhere in this report. We will keep Bòrd na Gàidhlig advised on our progress in this matter.</p>	
<p>Guidance will be produced and promoted to Scottish Government staff explaining their duties and what the Plan means for them. This general guidance will be augmented as appropriate with information on the handling of Gaelic correspondence, telephone calls and the production of bilingual communications.</p>	<p>This General guidance will be completed in 2018.</p>	

<p>The Scottish Government will ensure that agreements or arrangements made with third parties which relate to the delivery of services to the public are shaped by the terms of this Plan. This commitment includes services which may be contracted out. Where the third party does not have a Gaelic Language Plan in place, then we shall encourage them to follow the terms of the Scottish Government Gaelic Language Plan and to ensure that their staff are informed of the terms of the Plan.</p> <p>The relevant contract manager will be responsible for monitoring the performance of the service provider in relation to any arrangements made for the Gaelic language. This will be carried out as a normal part of the contract management process.</p>	<p>Scottish Government contracts currently take Gaelic arrangements into account if a particular need is identified; we will discuss potential new methods of identifying these across the organisation with the forthcoming Gaelic Language Plan Working Group.</p>	
<p>The Scottish Government will make appropriate provision for the resourcing of this Plan, in respect of those services delivered directly by us. Our NDPBs and Agencies, agents and contractors will be responsible for arranging to meet the costs of implementing their own Gaelic Language Plans.</p>	<p>Provision is made available as needed in relation to resourcing in terms of the Plan, the National Gaelic Language Plan and the statutory functions of Bòrd na Gàidhlig.</p>	

# BÒRD NA GÀIDHLIG

## FOIRM DÀTA BLIADHNAIL 2018-19

### ANNUAL RETURN FORM 2018-19

<b>Ainm na buidhne</b> <b>Organisation's name</b>	<b>Riaghaltas na h-Alba</b> <b>Scottish Government</b>
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### Prìomh Dhàta Measaidh

#### Primary Indicator Data

<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	<b>Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna?</b> <b>How many written communications have the organisation received from the public in Gaelic this year?</b>	3
<b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b>	<b>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna?</b> <b>How many posts did the organisation distribute on social media in Gaelic this year?</b>	31 (not including retweets)
	<b>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna?</b> <b>How many press releases did the organisation publish in Gaelic this year?</b>	3
<b>Luchd-obrach</b> <b>Staff</b>	<b>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna?</b> <b>How many staff received Gaelic skills training this year?</b>	3
	<b>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach?</b> <b>How many posts do you currently have where Gaelic is an essential skill?</b>	1
	<b>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</b> <b>How many staff currently within the organisation have Gaelic skills?</b>	N/A (no current skills audit)

<p><b>Foillseachaidhean</b> <b>Publications</b></p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	<p>3</p>
<p><b>Inbhe</b> <b>Status</b></p>	<p>Cia mheud soidhne dà-chananach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p>	<p>0</p>

## Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

### Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?  
How is the organisation increasing the use of Gaelic?

The Scottish Government primarily increases the use of Gaelic mainly through our distribution of funding to Bòrd na Gàidhlig, as well as direct funding of local authorities for the purposes of Gaelic education through the Specific Grant for Gaelic Education and the Gaelic Capital Fund.

### Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?  
How is the organisation increasing the learning of Gaelic?

Through our funding of Gaelic education, in schools and through institutions such as Sabhal Mòr Ostaig, and projects such as LearnGaelic for adult learning.

### A'cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?  
How is the organisation promoting a positive image of Gaelic?

We aim to support Gaelic by increasing its visibility at a national level and encouraging agencies and other public bodies to do the same with the support of Bòrd na Gàidhlig.

**Fiosrachadh dearcnachaidh eile**  
**Other monitoring information**

**A' brosnachadh Foghlam Gàidhlig**  
**Promotion of Gaelic Education**

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach  
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleastanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

N/A

**Pàrantan Corporra**  
**Corporate Parenting**

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach  
For Local Authorities only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

N/A

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.  
Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

N/A

### Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?  
Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

Not within the organization.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

No.

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

No.

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>			
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	Yes – as far as availability for translation allows.		
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> 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>	We aim to produce regular corporate communications to inform all staff about the work of our Gaelic team and the relevance of the GLP to the organization.		
<p><b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarras phoblaich a chur an gnìomh.</p>	<p><b>Third Parties</b> Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>	This has been carried out when relevant and we will aim over the next year to further formalise this process across directorates and agencies.		
<p><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarras phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p><b>Normalisation</b> 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>	There has been an increased move to costs for GLP commitments including translation costs etc. being met by individual budgets rather than provided by the Gaelic team and this is expected to continue.		
<p><b>Pàrantan Corporra</b> Gu bheillear mothachail air na dleastanasan 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><b>Corporate Parenting</b> 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>	The Scottish Government is aware of these duties.		

Inbhe	Status			
<p><b>Suaicheantas</b> 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><b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>	The Scottish Government is bilingual and demonstrates equal respect for Gaelic and English.		
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>	Consultation about bilingual signage is carried out at the point of these processes.		
Conaltradh leis a' phoball	Communicating with the public			
<p><b>Brosnachadh</b> Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>	The Scottish Government welcomes communication in Gaelic and takes the opportunity to highlight this when offering ways of communication.		
<p><b>Conaltradh sgrìobhte</b> 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><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	This is carried out through the Gaelic & Scots team and correspondence received in Gaelic is replied to in Gaelic as standard.		
<p><b>Ionad-fàilte agus am fòn</b> 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><b>Reception and phone</b> 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>	Depending on staff availability, members of the public can ask to speak to a Gaelic speaker (the Gaelic & Scots team being the point of contact internally).		
<p><b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	The opportunity to hold public meetings bilingually is offered and discussed when being held in areas of high percentage Gaelic speakers and if a topic is particularly relevant for the		

		<p>Gaelic language (e.g. the recent consultation processes surrounding the Islands Bill – while no fully bilingual events were held, this option was offered to stakeholders and a Gaelic speaking SG member of staff was present for many of the public meetings).</p>
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Fiosrachadh	Information			
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>All news releases related to Gaelic are produced and circulated bilingually. We will be increasing the number of high-profile (but not Gaelic-related) news releases produced bilingually.</p>		
<p><b>Meadhanan sòisealta</b> 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><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>We regularly tweet about Gaelic issues from our @ScotGovGaidhlig account, as well as providing bilingual text for our other SG twitter and other social media accounts when related to Gaelic/education issues.</p>		
<p><b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p>The SG website currently has limited pages available bilingually (based at <a href="https://www.gov.scot/policies/languages/gaelic/">https://www.gov.scot/policies/languages/gaelic/</a>).</p>		
<p><b>Irisean Corporra</b> Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p><b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	<p>We aim to produce publications concerning Gaelic or Gaelic-related issues bilingually, available on the SG website or in hard copy if requested. Other publications with a national focus are considered on a case-by-case basis. We consider any request for any SG publication to be translated into Gaelic.</p>		
<p><b>Taisbeanaidhean</b> 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><b>Exhibitions</b> 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>			

Corpas na Gàidhlig	Gaelic Language Corpus			
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b>  Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b>  The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>GOC is followed in all Gaelic text produced by the Scottish Government.</p>		

Luchd-obrach	Staff			
<p><b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>Our last Gaelic skills audit was carried out in 2010; we will be considering a new audit to inform production of our next plan.</p>		
<p><b>Inntrigeadh</b> Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>This is not currently standard but will be considered on a directorate/agency basis going forward.</p>		
<p><b>Trèanadh cànan</b> 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><b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>We currently do not offer internal Gaelic language skills training but provide advice to staff wanting to learn Gaelic, as well as considering contributions towards costs of learning.</p>		
<p><b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> 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><b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>	<p>We have provided specific Gaelic awareness training to various business areas in the past, and will be looking to include senior staff in this in the next plan.</p>		
<p><b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p>	<p><b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process.</p>			
<p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</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>Although we do not currently advertise most posts externally, roles related to Gaelic translation or the Gaelic language plan will include Gaelic as an essential or desirable skill (or a willingness to learn) as appropriate.</p>		
<p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>Any Gaelic related jobs will be advertised</p>		

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