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**To: Leadership Board**

**On: 14 June 2023**

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**Report by: Chief Executive**

**Heading: Gaelic Language Plan Implementation Report - Annual Return  
2022-2023**

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## **1. Summary**

- 1.1. Public authorities have a responsibility under the Gaelic Language (Scotland) Act 2005 to produce a Gaelic Language Plan which outlines the actions they will take to promote Gaelic in their community. The implementation of plans is overseen by Bòrd na Gàidhlig and local authorities must provide an annual update on progress against the plan's actions both to Bòrd na Gàidhlig and to elected members.
- 1.2. This report has been provided by Renfrewshire Council to Bòrd na Gàidhlig and provides an update on progress during 2022/23.
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## **2. Recommendations**

- 2.1. Elected members are asked to:
- Note the progress made by Renfrewshire Council in the delivery of the Gaelic Language Plan;
  - Note that a progress report has been provided to Bòrd na Gàidhlig;
  - Note that annual progress reports will continue to be provided to Bòrd na Gàidhlig and to elected members.
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## **3. Background**

- 3.1. The Gaelic Language (Scotland) Act 2005 requires all local authorities in Scotland to produce a Gaelic Language Plan. These plans are part of an effort to protect and revitalise Gaelic as a living language in Scotland.

- 3.2. Renfrewshire Council's current plan runs from 2022 to 2027. It was approved by Leadership Board in 2022 and subsequently submitted to the Bòrd na Gàidhlig. Following their approval, Bòrd na Gàidhlig require annual progress reports from the council as to the plan's implementation. This annual return is therefore based on the draft plan submitted in advance of formal approval being received, and in order to comply with relevant statutory duties.
- 3.3. Renfrewshire Council recognises the contribution of Gaelic to Scotland's history and culture and promotes the learning and use of Gaelic in a range of ways cross its services. The use and learning of Gaelic is promoted to people of all ages across Renfrewshire.
- 3.4. Gaelic classes for adult learners remain in demand, and the Council has also commenced Gaelic Medium Primary Education (GMPE) in West Primary School since August 2022.
- 3.5. Renfrewshire Council seeks to incorporate Gaelic appropriately in local events such as Sma' Shot Day, the Spree, and Hallowe'en celebrations. Paisley's hosting of the Royal National Mòd in 2013 was hugely successful, attracting over 8,000 visitors and enhancing the profile of Gaelic in Renfrewshire, with Paisley again chosen to host the Mòd in Autumn 2023.
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#### **4. Progress with the delivery of Renfrewshire's Gaelic Language Plan**

- 4.1. The template provided by Bòrd na Gàidhlig requires progress updates on:
1. Five categories of Primary Indicator Data:
    - Communications from the public
    - Dissemination of information
    - Staff
    - Publications
    - Status (bilingual signage)
  2. Three National Gaelic Language Plan priorities:
    - How is the organisation increasing the use of Gaelic?
    - How is the organisation increasing the learning of Gaelic?
    - How is the organisation promoting a positive image of Gaelic?
  3. Other monitoring information:
    - Promotion of Gaelic Education
    - Corporate Parenting
    - Equalities

4.2. Highlights of the progress report include:

- West Primary School welcomed children in to our first Gaelic primary provision in Renfrewshire.
- A full and comprehensive communication and activity plan developed to support the 5-year Gaelic Language Plan. This incorporated a Gaelic Language Plan Engagement Event that was publicly held to promote and encourage the use of Gaelic and to gain feedback on our plan from the public. Additional social media and engagement was undertaken to encourage participation.
- A promotion event was held in partnership with Bord na Gàidhlig and Cormann nàmh Parant, to raise awareness of existing Gaelic Medium Education (GME) provision in Renfrewshire and to provide further information to parents.
- Mòd Academy has been running for several years. Each year the initiative aims to support children wishing to compete in the Royal National Mòd. This is a great opportunity for schools in Renfrewshire to get involved in Gaelic language and culture in a fun and interactive way with no previous knowledge of the language or culture necessary, including whole classes and sharing a mixture of Gaelic songs.
- A local Gaelic interest group, Clann Gàidhlig, are running two evening classes each week for beginners and intermediate Gaelic adult learners. Classes are held in West Johnstone Learning Centre.

4.3. The full detail of progress as reported to Bòrd na Gàidhlig is included as Appendix 1 to this report.

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**Implications of the Report**

1. **Financial** - None
2. **HR & Organisational Development** – None.
3. **Community/Council Planning** – The report outlines activities which complement local council and community planning themes.
4. **Legal** - None.
5. **Property/Assets** – None.
6. **Information Technology** - Service developments relating to information technology are key enablers of service improvement and modernisation and support service-level and corporate objectives.

7. **Equality & Human Rights** - The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – Risks related to the delivery and management of services are regularly monitored and included in Renfrewshire Council's Corporate and Strategic Risk Registers.
11. **Privacy Impact** – None.
12. **Cosla Policy Position** – None.
13. **Climate change** – None.

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## BÒRD NA GÀIDHLIG

### FOIRM DÀTA BLIADHNAIL 2022-2023 ANNUAL RETURN FORM 2022-2023

Ainm na buidhne Organisation's name	Renfrewshire Council
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#### Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	2  We had 1 communication received in writing re Gaelic classes and this was forwarded to Clann Gàidhlig for response and the other was a response to our Gaelic Plan consultation survey.
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	10  The Gaelic Language Plan 2022-2027 is published on our website (Gaelic and English).  <a href="https://www.renfrewshire.gov.uk/planagaidhlig">https://www.renfrewshire.gov.uk/planagaidhlig</a>  Public communications highlighting the Mòd (Gaelic and English):  Love Paisley article Information evening – launch of the tune competition for local musicians  <a href="#">Gaelic Medium Education provision opens in Renfrewshire</a> —Twitter <a href="#">@RenCouncil</a> (Gaelic and

		<p>English)</p> <p><a href="#">Gaelic Language Plan consultation</a>—Facebook groups Renfrewshire Council (Gaelic and English)</p> <p><a href="#">Gaelic Language Plan consultation</a>—Twitter @RenCouncil (Gaelic and English)</p> <p><a href="#">World Gaelic Week events</a>—Facebook Paisley Is (Gaelic and English)</p> <p><a href="#">Grant McFarlane on World Gaelic Week</a>—Facebook Paisley Is (Gaelic and English)</p> <p><a href="#">Grant McFarlane on World Gaelic Week</a>—Twitter Paisley Is (Gaelic and English)</p> <p>Gaelic Medium Education event—Facebook Stories Renfrewshire Council (Gaelic and English)</p>
	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a’ bhuidheann anns a’ Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?</p>	<p>4</p> <p>Gaelic Medium Education provision opens in Renfrewshire (Gaelic and English)</p> <p>Gaelic Language Plan consultation (Gaelic and English)</p> <p>World Gaelic Week Paisley groups funding release (Gaelic and English)</p> <p>Countdown to Mòd Phàislig (Gaelic and English)</p>
	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?</p>	<p>None.</p>

<b>Luchd-obrach</b> <b>Staff</b>	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?	We have 1.5 FTE Teacher posts where Gaelic is offered.
	Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?	We currently have 2 teachers.  We only collate this information where it is relevant to a post (e.g., teaching in a Gaelic medium).  Going forward we will include this question in future staff audits.

<b>Foillseachaidhean</b> <b>Publications</b>	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?	<b>1</b>  <a href="#">Gaelic Language Plan - Renfrewshire Website</a>
<b>Inbhe</b> <b>Status</b>	Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?	We are currently in the process of updating some internal signage within Headquarters.  We will also be creating Mòd Event specific signs in the coming months leading up to The Royal National Mòd 2023.

## 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?

Gaelic is an integral part of Scotland's heritage, national identity and current cultural life and we want to highlight this in Renfrewshire. We want to ensure that Gaelic has a sustainable future, and we want Renfrewshire to be proud to be able to be part of this.

#### World Gaelic Week (Seachdain na Gàidhlig) - 20 - 26 February 2023

This year's celebrations were under the theme of 'Coming Together' and prioritise bringing communities together and promoting the importance and use of Gaelic language.

To celebrate Seachdain na Gàidhlig, local groups Fèis Phàislig and Community Circus Paisley hosted some fantastic events including:

- Bàrd Phàislig: The Paisley Bard Resource Creation and Family Cèilidh
- Gaelic Circus Open Day, including a two-hour workshop

A promotion event was held on 29 March 2023, in partnership with Bord na Gàidhlig and Comann nàim Parant, to raise awareness of existing Gaelic Medium Education (GME) provision in Renfrewshire and to provide further information to parents with a view to increasing the numbers of pupils learning via the medium of Gaelic in Renfrewshire in the coming years.

#### Mòd Academy 2023 - Weekly progressive Gaelic song sessions (April-June & Aug-Oct) 2023

Mòd Academy, a collaboration between An Comunn Gaidhealach (the organisation responsible for running the Mòd each year), Renfrewshire Council and Gaelic arts organisation, Fèisean nan Gàidheal, has been running for several years. Each year the initiative aims to support children wishing to compete in the Royal National Mòd. The Royal National Mòd is a great opportunity for schools in Renfrewshire to get involved in Gaelic language and culture in a fun and interactive way with no previous knowledge of the language or culture necessary. Subject to funding being secured, this is the proposed timetable for sessions:

**April-June:** a six-week block - whole classes, sharing a mixture of Gaelic songs - some of those prescribed for the upcoming competitions and others easier to 'catch' by all the children - and the teachers - involved.

**August-October:** a second six-week block - specific support for children who have entered to compete.

There was a full and comprehensive communication and activity plan developed to support the 5-year Gaelic Language Plan. This incorporated a Gaelic Language Plan Engagement Event that was publicly held on 20 September 2022 to promote and encourage the use of Gaelic and to gain feedback on our plan from the public. Additional social media and engagement was undertaken to encourage participation.

#### 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?

Gaelic Medium Primary Education (GMPE) - In August 2022, West Primary School welcomed children in to our first Gaelic primary provision in Renfrewshire. The class currently caters for learners in primary 1-3 where learners are taught entirely through the medium of Gaelic.

Gaelic Medium Education is available at West Primary school for children and families across Renfrewshire Council. The Gaelic class was established in August 2022. GME is open to children, from P1 onwards, who have no prior experience of the language, as well as those who use Gaelic at home. Children in GME are fully immersed in the language during the school day, which supports the acquisition of fluency. The school has embraced the addition of a Gaelic class by providing extra-curricular Gaelic clubs to all pupils and by taking part in a whole school programme of activities for World Gaelic Week.

[West Primary School](#) | [West Primary School \(glowscotland.org.uk\)](#)

An education programme (**free for schools in Renfrewshire**) has been developed to offer young people across the local authority the opportunity to engage with Gaelic culture and traditional music as part of Paisley hosting The Royal National Mòd.

#### Stramash with Fèis Phàislig - One-off showcase event - 17 April - 8 May 2023

Stramash for Schools offers a **free** showcase of traditional music and Gaelic to schools across Renfrewshire. Our team of three professional musicians showcased live traditional music and instruments as well as have pupils learn a little bit of Gaelic.

#### Evening Classes

Clann Gàidhlig, a local Gaelic interest group, are running two evening classes each week for beginners and intermediate Gaelic learners. Both classes are held in West Johnstone Learning Centre where the Adult and Family Learning team provide a let free of charge.

### 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?

#### The Royal National Mòd returns to Paisley in 2023 - Renfrewshire Website

This will be the second time Paisley has hosted the Mòd and the town hopes to build on the success of the 2013 festival, which at the time was one of the best attended in the event's history.

The festival will run from 13 - 21 October 2023 and will feature a range of competitive disciplines including: Gaelic song, poetry, literature, drama, instrumental, Highland dancing and sport.

Gaelic Language Plan - Our Gaelic Language Plan sets out what we hope to do to promote and support Gaelic in Renfrewshire over the next five years. We want to make sure Gaelic continues as a living language in Scotland. Our plan lets us map out how we're going to do that in Renfrewshire.

Our plan shows what we know about Gaelic use in Renfrewshire right now. This information – and the feedback from our consultation – helps us figure out what we can do to support those who use Gaelic, and what opportunities we have to promote it further. It enhances the status of Gaelic and the promoting and learning of Gaelic. It's also used to encourage the increased use of Gaelic.

Gaelic Language Plan public consultation survey ran between 8 August and 25 September 2022. In total, there were 121 responses to the Gaelic Language Plan consultation; 110 respondents had read the draft plan.

A Gaelic Language Oversight Group has been established and the purpose of this group is to:

- Work collaboratively to strengthen and enhance Gaelic medium in Renfrewshire.
- Develop, implement, monitor and report on the 2022 - 2027 Gaelic Language Plan.

## 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?

When registering their child for school, all parents are informed of their right to have their child educated via the medium of Gaelic and have the option to express an interest in Gaelic Medium Education (GME). Information on the Council's website is regularly updated to reflect the availability of GME within Renfrewshire.

A promotion event was held on 29 March 2023, in partnership with Bord na Gàidhlig and Comann nàmh Parant, to raise awareness of existing GME provision in Renfrewshire and to provide further information to parents with a view to increasing the numbers of pupils learning via the medium of Gaelic in Renfrewshire in the coming years.

#### Pàrantan Corporra

##### Corporate Parenting

Chan fheum ach Pàrantan Chorporra seo a lìonadh a-steach  
For Corporate Parents 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.

There is currently no Gaelic-speaking care experienced young people known to the Authority.

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.

There is currently no Gaelic-speaking care experienced young people known to the Authority. Renfrewshire Council fulfils its duties as a Corporate Parent and will continue to ensure that care experienced children and young people and care leavers receive support and guidance aligned to their language and communication needs, and if required Gaelic users. For example, our Throughcare team engage with a range of nationalities whose first language is not English. Staff make use of interpreters and cultural organisations to help support this group and we would adopt the same approach should we have a Gaelic-speaking service user.

### 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?

No.

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?

#### [Gaelic Language Plan - Renfrewshire Website](#)

A bilingual signage plan is being developed to support The Royal National Mòd in October 2023.

Knowledge of the Gaelic Language Plan has been included in the new staff inductions.

We continue to work with partners to provide Gaelic Learners Education (GLE) and engage with schools and early learning establishments to assess demand and identify relevant opportunities.

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.

#### **The Royal National Mòd returns to Paisley in 2023**

Awaiting final timetable of performances from An Comunn.

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
<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.	<b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	Green		
<b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	<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.	Green		
<b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	<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.	Green		
<b>Gàidhlig na nì àbhaisteach</b> 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.	<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.	Green		
<b>Pàrantan Corporra</b> Gu bheilear mothachail air na dleastanasan a th’ ann mar Phàrant 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.	<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.	Green		

Inbhe	Status			
<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. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.	<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. The logo should demonstrate equal prominence for both languages.	Green		
<b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	<b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.	Green		
<b>Conaltradh leis a' phoball</b>	<b>Communicating with the public</b>			
<b>Adhartachadh</b> A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.	<b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.	Green		
<b>Conaltradh sgrìobhte</b> Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.	<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.	Green		
<b>Ionad-fàilte agus am fòn</b> Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.	<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.	Green		
<b>Coinneamhan</b> Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.	<b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	Green		

Fiosrachadh	Information			
<b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	Green		
<b>Na Meadhanan sòisealta</b> Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Ghàidhlig a th' ann agus a dh'fhaodadh a bhith ann.	<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users.	Green		
<b>An Làrach-lìn</b> Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.	<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.	Green		
<b>Foillsichidhean Corporra</b> Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.	<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.	Green		
<b>Tairbhe a' Chànain</b> Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn.	<b>Language Utility</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	Green		
<b>Taisbeanaidhean</b> Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuaidh as motha a thoirt air cùisean.	<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.	Green  The Royal National Mòd.		



Luchd-obrach	Staff			
<b>Sgrùdadh air sgilean</b> Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.	<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	Green		
<b>Fiosrachadh Inntrigidh</b> Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.	<b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions.	Green Introduced in March 2023.		
<b>Trèanadh cànan</b> Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.	<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.	Green		
<b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	<b>Awareness training</b> Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.	Green		
<b>Fastadh</b> A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.	<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the authority	Green		
<b>Fastadh</b> Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.	<b>Recruitment</b> 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.	Green		

<b>Fastadh</b> Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.	<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Green		
<b>Corpas na Gàidhlig</b>	<b>Gaelic Language Corpus</b>			
<b>Gnàthachas Litreachaidh na Gàidhlig</b> Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.	<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.	Green		
<b>Ainmean-àite</b> Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.	<b>Place names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	Green		