

CO-CHOMHAIRLEACHADH AIR

DREACHD PHLANA GÀIDHLIG RIAGHALTAS
NA H-ALBA

CONSULTATION ON THE DRAFT

SCOTTISH GOVERNMENT GAELIC LANGUAGE PLAN



The Scottish
Government
Riaghaltas na h-Alba

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NA H-ALBA

CONSULTATION ON THE DRAFT

SCOTTISH GOVERNMENT GAELIC LANGUAGE PLAN



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Facal-toisich bhon Mhinistear

Mar am Ministear le uallach airson Gàidhlig, tha mi fìor thoilichte mo thaic a chur ri ullachadh a' chiad Phlana Gàidhlig againn. Anns na duilleagan a leanas tha cunntas air na molaidhean airson susbaint Plana Gàidhlig Riaghaltas na h-Alba a chaidh a dheasachadh fo chumhachan Achd na Gàidhlig (Alba) 2005.

Tha mi cinnteach gu bheil ar Plana a' dèanamh soilleir ciamar a bhios an Riaghaltas a' cleachdadh na Gàidhlig agus a' toirt cothrom air a bhith ga cleachdadh ann an libhrigeadh a seirbheisean. Tha am Plana Gàidhlig cuideachd a' mìneachadh nan ceuman a tha sinn air a chur an sàs gus taic a thoirt do dh'adhartachadh na Gàidhlig air feadh Alba. Bidh iad sin a' mìneachadh cheuman a tha ag amas air àrdachadh inbhe, adhartachadh cleachdadh, agus brosnachadh ionnsachadh na Gàidhlig.

Buinidh a' Ghàidhlig do dh'Alba air fad. Tha i na pàirt shònraichte agus riatanach den bheatha chultarail phailt agus mheasgaichte an Alba. Feumaidh sinn dèanamh cinnteach gun gabh sinn na ceuman a dh'fheumar gun dàil gus àite na Gàidhlig a dhèanamh tèarainte san àm ri teachd. Tha Riaghaltas na h-Alba air a bheachd a dhèanamh glè shoilleir mun chùis seo. Thàinig sinn don Riaghaltas le prògram làidir de dh'àrd-amasan Gàidhlig agus tha mi an dòchas gun cuidich ar Plana Gàidhlig a' toirt tuilleadh taic do na dleastanasan sin.

Tha mi a' moladh ar dreachd Phlana Gàidhlig dhuibh agus a' coimhead air adhart ri ur beachdan.

Linda Fabiani BPA

Ministear airson na Roinn Eòrpa, a' Chultair agus Chùisean Taobh a-muigh

Ministerial Foreword

As Minister with responsibility for Gaelic, I am very pleased to support the preparation of our first Gaelic Language Plan. The following pages contain the proposals for the contents of The Scottish Government's Gaelic Language Plan which has been produced under the terms of the Gaelic Language (Scotland) Act 2005.

I am confident that our Plan sets out clearly how the Scottish Government will use and enable the use of Gaelic in the delivery of its services. The Gaelic Plan also outlines the measures which we have put in place to support the promotion of Gaelic throughout Scotland. These will describe measures aimed at raising the status, promoting the use, and encouraging the learning of Gaelic.

Gaelic belongs to the whole of Scotland. It is unique and an essential part of the rich and diverse cultural life of Scotland. We must ensure we take the necessary and urgent steps to secure its place in the future. The Scottish Government has made its position very clear on this matter. We came to Government with a strong programme of ambitious Gaelic commitments and I hope that our Gaelic Language Plan will help further support these commitments.

I commend to you our draft Gaelic Language Plan and look forward to receiving your comments.

Linda Fabiani MSP

Minister for Europe, External Affairs and Culture

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EARRANN A H-AON

Ro-ràdh

1.1

Tha Riaghaltas na h-Alba a' tuigsinn gu bheil a' Ghàidhlig na pàirt riatanach de dhualchas, dearbh-aithne nàiseanta agus beatha chultarail Alba an latha an-diugh. Tha Riaghaltas na h-Alba air ceuman a ghabhail agus air na structairean agus iomairtean a dh'fheumar a chur an sàs gus dèanamh cinnteach gum bi seasmhachd aig a' Ghàidhlig an Alba san àm ri teachd.

SECTION ONE

Introduction

1.1

The Scottish Government recognises that Gaelic is an integral part of Scotland's heritage, national identity and current cultural life. The Scottish Government has taken action and has put in place the necessary structures and initiatives and to ensure that Gaelic has a sustainable future in Scotland.

1.2 Ach, tha suidheachadh na Gàidhlig air leth lag. Ma tha a' Ghàidhlig gu bhith beò anns na làithean ri teachd, feumar oidhirp làidir bhon Riaghaltas, an earrann phoblach, an earrann phrìobhaideach, buidhnean coimhearsnachd agus luchd-labhairt fa leth gus:

>> **cur ri inbhe na Gàidhlig.**

>> **adhartachadh togail agus ionnsachadh na Gàidhlig**

>> **brosnachadh tuilleadh cleachdadh na Gàidhlig.**

1.3 'S e 'Plana Gàidhlig' Riaghaltas na h-Alba a tha san sgrìobhainn seo, air ullachadh taobh a-staigh frèam Achd na Gàidhlig (Alba) 2005. Tha e a' mìneachadh ciamar a nì sinn feum den Gàidhlig nar n-obair, ciamar a bheir sinn cothrom air cleachdadh na Gàidhlig nuair a bhios daoine ag eadar-obrachadh leis an riaghaltas, agus ciamar a bhrosnaicheas sinn leasachadh na Gàidhlig. Tha leasachadh Planaichean Gàidhlig le buidhnean poblach na phrìomh phàirt de Achd 2005. Tha Planaichean Gàidhlig a' cuideachadh le foirmealachadh agus innse do luchd-obrach buidhne dè a phoileasaidh an co-cheangal ri cùisean na Gàidhlig, agus a' dèanamh soilleir do luchd-cleachdadh agus luchd-ionnsachaidh na Gàidhlig dè na seirbheisean a dh'fhaodas iad a shùileachadh tron Ghàidhlig.

1.4 Chaidh Plana Gàidhlig Riaghaltas na h-Alba ullachadh ann an co-rèir ri slatan-tomhais reachdail air an comharrachadh ann an Achd 2005, agus a' toirt aire do Phlana Nàiseanta na Gàidhlig agus don Stiùireadh mu Leasachadh Planaichean Gàidhlig aig Bòrd na Gàidhlig.

2. Structair a' Phlana Ghàidhlig

2.1 'S iad na prìomh phàirtean den Phlana Gàidhlig againn:

Caibidil I – Ro-ràdh

Tha an caibidil seo a' toirt bun-fhiosrachadh mu Achd na Gàidhlig (Alba) 2005 agus na prìomh nithean a tha innte. Tha dealbh farsaing air a thoirt de na prìomh sholairean reachdail co-cheangailte ri ullachadh Planaichean Gàidhlig fo Achd 2005. Tha geàrr-chunntas air structair Riaghaltas na h-Alba agus a phrìomh raointean obrach ann cuideachd.

Caibidil II – Prìomh Dhleastanasan Libhrigeadh Seirbheis

Tha an caibidil seo a' mìneachadh ciamar a nì Riaghaltas na h-Alba feum den Ghàidhlig, agus ciamar a bheir iad cothrom air a cleachdadh an lùib a phrìomh ghniomhan obrach. Tha e a' gabhail a-steach prìomh raointean obrach mar ar dearbh-aithne chorporra, ar soidhnichean, mar a bhios ar litrichean agus post-dealain air an làimhseachadh agus cleachdadh na Gàidhlig air an làrach-lìn againn. Tha an caibidil a' mìneachadh [na h-ìre as ìsle](#) de sholarachadh na Gàidhlig a tha sinn airson ullachadh anns na 5 bliadhna a mhaireas am plana.

1.2 The position of Gaelic is, however, extremely fragile. If Gaelic is to have a sustainable future, there needs to be a concerted effort on the part of Government, the public sector, the private sector, community bodies and individual speakers to:

>> **enhance the status of Gaelic**

>> **promote the acquisition and learning of Gaelic**

>> **encourage the increased use of Gaelic.**

1.3 This document is the Scottish Government's 'Gaelic Language Plan', prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in carrying out our business, how we will enable the use of Gaelic when people interact with the government, and how we will promote the development of Gaelic. The development of Gaelic Language Plans by public bodies is a key component of the 2005 Act. Gaelic Language Plans help to formalise and communicate to an organisation's staff what its policy is in relation to Gaelic matters, and makes clear to users and learners of Gaelic what services they can expect to access through Gaelic.

1.4 The Scottish Government's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to Bòrd na Gàidhlig's National Plan for Gaelic and Guidance on the Development of Gaelic Language Plans.

2. Structure of the Gaelic Language Plan

2.1 The key components of our Gaelic Language Plan are:

Chapter I – Introduction

This chapter provides background information to the Gaelic Language (Scotland) Act 2005 and its main features. An overview is provided of the key statutory provisions relating to the preparation of Gaelic Language Plans under the 2005 Act. A brief overview of the structure of the Scottish Government and its main areas of operation is also provided.

Chapter II – Core Service Delivery Commitments

This chapter sets out how the Scottish Government will use, and enable the use of, Gaelic in relation to its main business functions. It covers key areas of operation such as our corporate identity, our signs, how our mail and email will be handled and the use of Gaelic on our website. The chapter sets out [the basic minimum level](#) of Gaelic language provision which we are committed to providing in the 5-year lifetime of the plan.

Caibidil III – Poileasaidh/Gnìomhachadh Plana Nàiseanta na Gàidhlig

Tha an caibidil seo a’ mìneachadh ciamar a chuidicheas Riaghaltas na h-Alba a’ gnìomhachadh Plana Nàiseanta na Gàidhlig Bhòrd na Gàidhlig. Tha e cuideachd a’ dèiligeadh ri prìomh raointean poileasaidh, mar foghlam, a tha air ar n-uallach, agus ciamar a tha sinn an dùil leudachadh air ar taic don Ghàidhlig anns na raointean sin.

Caibidil IV – Gnìomhachadh is Sgrùdadh

Tha an caibidil seo a’ mìneachadh ciamar a bhios gnìomhachadh ar Plana Gàidhlig air a ghluasad air adhart, agus ciamar a nithear sgrùdadh air a ghnìomhachadh.

Chapter III – Policy/Implementation of the National Plan for Gaelic

This chapter sets out how the Scottish Government will help implement Bòrd na Gàidhlig’s National Plan for Gaelic. It also addresses key policy areas, such as education, for which we are responsible, and how we propose to further develop our support for Gaelic in these areas.

Chapter IV – Implementation and Monitoring

This chapter sets out how the implementation of our Gaelic Language Plan will be taken forward, and how implementation will be monitored.

SECTION TWO
Responding to this Consultation
Paper

EARRANN A DHÀ
A' freagairt ris a' Phàipear
Co-chomhairleachaidh seo

Tha sinn ag iarraidh freagairtean sgrìobhte ris a' phàipear co-chomhairleachaidh seo ro 29 Giblean 2009. **Cuiribh ur freagairt còmhla ris an Fhoirm Fiosrachaidh Luchd-freagairt air a lìonadh a-steach (faicibh 'Làimhseachadh ur freagairt' gu h-ìosal) gu:**

stuart.pescodd@scotland.gsi.gov.uk

no

Stuart E Pescodd
Manaidsear Leasachadh Plana Gàidhlig Roinn
Scots is Gàidhlig 2J (N)
Cidhe Bhictòria
Dùn Èideann
EH6 6QQ

Ma tha ceistean agaibh cuiribh iad gu Stuart Pescodd air 0131-244 0389.

Bhiodh sinn toilichte nan dèanamh sibh soilleir nur freagairt dè na ceistean no na pàirtean den phàipear co-chomhairleachaidh ris a bheil sibh a' freagairt oir cuidichidh seo ar mion-sgrùdadh air na freagairtean a gheibh sinn.

Chithear an co-chomhairle seo, agus a h-uile co-chomhairle eile aig Riaghaltas na h-Alba air-loidhne air na duilleagan-lìn a bhuineas don cho-chomhairle air làrach-lìn Riaghaltas na h-Alba aig <http://www.scotland.gov.uk/consultations>. Faodaidh sibh fònadh Saor-Fòn 0800-77-1234 gus faighinn a-mach càit a bheil an goireas eadar-lìn poblach as fhaighe oirbh.

Tha siostam rabhaidh post-dealain aig Riaghaltas na h-Alba a-nis airson co-chomhairlean (SEconsult: <http://www.scotland.gov.uk/consultations/seconsult.aspx>). Tha an siostam seo a' toirt cothrom do chom-pàirtichean, daoine fa leth agus buidhnean a bhith clàrte agus post-dealain fhaighinn gach seachdain le fiosrachadh mun h-uile co-chomhairle ùr (a' gabhail a-steach ceanglaichean lìn). Tha SEconsult a' cur ri liostaichean sgaoilidh SG, chan ann idir nan àite, agus tha iad dealbhte gus cothrom a thoirt do chom-pàirtichean cumail suas ri obair co-chomhairleachaidh SG air fad, agus mar sin rabhadh fhaighinn cho luath 's a ghabhas mun fheadhainn as cudromaiche dhaibh. Mholadh sinn dhuibh a bhith clàrte.

A' làimhseachadh ur freagairt

Feumaidh fios a bhith againn ciamar a tha sibh ag iarraidh ur freagairt a bhith air a làimhseachadh agus, gu sònraichte, a bheil sibh deònach ur freagairt a bhith air fhoillseachadh. Lìonaibh a-steach am Foirm Fiosrachaidh Luchd-freagairt a tha an lùib a' phàipear co-chomhairleachaidh aig Earrann 5 agus tilleibh e oir nì seo cinnteach gun dèilig sinn ri ur freagairt ann an dòigh iomchaidh. Ma dh'iarraas sibh nach bi ur freagairt air fhoillseachadh bidh sinn a' dèiligeadh ris mar nì a tha dìomhair.

Bu chòir don h-uile neach-freagairt a bhith mothachail gu bheil Riaghaltas na h-Alba umhail do chumhachan Achd Saorsa an Fhiosrachaidh (Alba) 2002 agus mar sin feumaidh e coimhead ri iarrtas sam bith a gheibhear fon Achd airson fiosrachaidh a bhuineas do fhreagairtean ris an obair co-chomhairleachaidh seo.

We are inviting written responses to this consultation paper by 29 April 2009. **Please send your response with the completed Respondent Information Form (see 'Handling your response' below) to:**

stuart.pescodd@scotland.gsi.gov.uk

or

Stuart E Pescodd
Gaelic Language Plan Development
Scots and Gaelic
Area 2J (N)
Victoria Quay
Edinburgh
EH6 6QQ

If you have any queries contact Stuart Pescodd on 0131-244 0389.

We would be grateful if you could clearly indicate in your response which questions or parts of the consultation paper you are responding to as this will aid our analysis of the responses received.

This consultation, and all other Scottish Government consultations can be viewed online on the consultation web pages of the Scottish Government website at <http://www.scotland.gov.uk/consultations>. You can telephone Freephone 0800-77-1234 to find out where your nearest public internet access point is.

The Scottish Government now has an email alert system for consultations (SEconsult: <http://www.scotland.gov.uk/consultations/seconsult.aspx>). This system allows stakeholders, individuals and organisations to register and receive a weekly email containing details of all new consultations (including web links). SEconsult complements, but in no way replaces SG distribution lists, and is designed to allow stakeholders to keep up to date with all SG consultation activity, and therefore be alerted at the earliest opportunity to those of most interest. We would encourage you to register.

Handling your response

We need to know how you wish your response to be handled and, in particular, whether you are happy for your response to be made public. Please complete and return the Respondent Information Form which forms part of the consultation paper at Section 5 as this will ensure that we will treat your response appropriately. If you ask for your response not to be published we will regard it as confidential, and we will treat it accordingly.

All respondents should be aware that the Scottish Government is subject to the provisions of the Freedom of Information (Scotland) Act 2002 and would therefore have to consider any request made to it under the Act for information relating to responses made to this consultation exercise.

Na h-ath cheuman

Far an tug luchd-freagairt cead am freagairt fhoillseachadh agus an dèidh dhuinn dearbhadh nach eil nì mì-chliùiteach sam bith annta, bidh na freagairtean air am foillseachadh ann an Leabharlann Riaghaltas na h-Alba, faicibh am Foirm Fiosrachaidh Luchd-freagairt, bidh iad air am foillseachadh ann an Leabharlann Riaghaltas na h-Alba ron Og-mhios 2009 agus air duilleagan-lìn co-chomhairle Riaghaltas na h-Alba ron Chèitean 2009. Faodaidh sibh iarrrtas a chur airson na freagairtean fhaicinn chun an Leabharlann air 0131-244 4552. Faodar lethbhreac de na freagairtean a chur thugaibh, ach 's dòcha gum bi suim ri phàigheadh airson na seirbheis seo.

Dè thachras a-nis

As dèidh a' cheann-là dùnaidh, thèid sgrùdadh agus beachdachadh a dhèanamh air na freagairtean uile còmhla ri fianais sam bith eile a tha ri fhaotainn gus ar cuideachadh a' tighinn gu co-dhùnadh mu ar dleastanas agus taic don Ghàidhlig. Tha sinn an dùil aithisg a chur a-mach mun mhodh co-chomhairleachaidh an dèidh dhuinn ar Plana a chur a-steach gu Bòrd na Gàidhlig aig deireadh na h-Ògmhios 2009.

Beachdan agus gearanan

Ma tha beachdan agaibh mun dòigh san robh a' chùrsa co-chomhairleachaidh seo air a dhèanamh, cuiribh iad gu:

Stuart E Pescodd
Manaidsear Leasachadh Plana Gàidhlig Roinn
Scots is Gàidhlig 2J(N)
Cidhe Bhictòria
Dùn Èideann
EH6 6QQ

stuart.pescodd@scotland.gsi.gov.uk

Next steps in the process

Where respondents have given permission for their response to be made public and after we have checked that they contain no potentially defamatory material, responses will be made available to the public in the Scottish Government Library, please see the Respondent Information Form, these will be made available to the public in the Scottish Government Library by June 2009 and on the Scottish Government consultation web pages by May 2009. You can make arrangements to view responses by contacting the Library on 0131-244 4552. Responses can be copied and sent to you, but a charge may be made for this service.

What happens next

Following the closing date, all responses will be analysed and considered along with any other available evidence to help us reach a decision on our commitment and support for the Gaelic Language. We aim to issue a report on the consultation process once our Plan has been submitted to Bòrd na Gàidhlig for its consideration at the end of June 2009.

Comments and complaints

If you have any comments about how this consultation exercise has been conducted, please send them to:

Stuart E Pescodd
Gaelic Language Plan Development
Scots and Gaelic
Area 2J (N)
Victoria Quay
Edinburgh
EH6 6QQ

stuart.pescodd@scotland.gsi.gov.uk

EARRANN A TRÌ

Dreachd Phlana Gàidhlig Riaghaltas na h-Alba

CAIBIDIL I - RO-RÀDH

Sealladh farsaing air Achd na Gàidhlig (Alba) 2005 agus ullachadh Planaichean Gàidhlig

Achd na Gàidhlig (Alba) 2005

Bha Achd na Gàidhlig (Alba) 2005 air a cur an gnìomh le Pàrlamaid na h-Alba le sùil ri inbhe thèarainte fhaighinn don Ghàidhlig mar chànan oifigeil an Alba le spèis co-ionann ris a' Bheurla.

SECTION THREE

The Scottish Government Draft Gaelic Language Plan

CHAPTER I - INTRODUCTION

Overview of the Gaelic Language (Scotland) Act 2005 and the preparation of Gaelic Language Plans

The Gaelic Language (Scotland) Act 2005

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.

Tha an t-àm seo riatanach don Ghàidhlig san àm ri teachd. Tha suidheachadh a' chànain air leth lag agus le àireamhan nan daoine a tha a' bruidhinn na Gàidhlig gu fileanta no mar thùs-chànan ann an sgìrean traidiseanta a' chànain a' crìonadh tha cunnart ann nach mair a' Ghàidhlig mar chànan beò an Alba. Tha e riatanach ceuman a ghabhail gus a' Ghàidhlig a dhèanamh seasmhach an Alba.

'S e aon de na prìomh nithean ann an Achd 2005 an t-ullachadh a tha a' toirt cothrom do Bhòrd na Gàidhlig (am prìomh bhuidheann leasachaidh Gàidhlig aig Riaghaltas na h-Alba) iarraidh air buidhnean poblach Planaichean Gàidhlig ullachadh. Bha an t-ullachadh seo air a dhealbh gus dèanamh cinnteach gum bi an earrann phoblach an Alba a' gabhail a pàirt ann an cruthachadh seasmhachd don Ghàidhlig san àm ri teachd tro bhith ag àrdachadh a h-inbhe agus a h-iomhaigh agus a' cruthachadh cothroman prataigeach airson a bhith ga cleachdadh.

An riatanas a bhith ag ullachadh Plana Gàidhlig

Tha an riatanas airson buidheann poblach a bhith ag ullachadh Plana Gàidhlig a' tòiseachadh le Bòrd na Gàidhlig a' cur a-mach fios foirmeil airson sin fo earrann 3 de Achd 2005. Fhuair Riaghaltas na h-Alba fios san Lùnastal 2006, agus chaidh iarraidh air a Phlana Gàidhlig a chur chun a' Bhùird airson aonta san Ògmhios 2009.

Prìomh nithean air am feumar beachdachadh ann an ullachadh Plana Gàidhlig

Tha Achd 2005 a' comharrachadh grunn shlatan-tomhais sònraichte dom feum buidhnean a tha ag ullachadh Planaichean Gàidhlig aire a thoirt. Tha iad sin air an dealbh gus dèanamh cinnteach gu bheil na Planaichean Gàidhlig a tha air an

ullachadh coileanta, co-chòrdail agus iomchaidh do shuidheachadh fa leth na buidhne a tha ga ullachadh.

- (i) **an ìre a tha Gàidhlig ga cleachdadh le daoine dom bi an t-ùghdarras a' cur a dh-leastanasan an gnìomh, agus an comas air cleachdadh na Gàidhlig a leudachadh an co-cheangal ri coileanadh nan gnìomhan sin**

Tha seo air a dhealbh gus dèanamh cinnteach gun toir na Planaichean Gàidhlig air an ullachadh le buidhnean poblach aire don àireamh luchd-labhairt a tha taobh a-staigh an raon-obrach aca, agus an comas air cleachdadh a' chànain a leudachadh. San fharsaingeachd, thathar a' sùileachadh gun deasaich buidhnean poblach le àireamhan mòra de luchd-labhairt Gàidhlig taobh a-staigh an raon obrach aca Planaichean Gàidhlig nas làidire.

- (ii) **stìùireadh reachdail mu ullachadh Planaichean Gàidhlig air fhoillseachadh le Bòrd na Gàidhlig fo earrann 8 de Achd 2005**

Tha Bòrd na Gàidhlig air stìùireadh reachdail fhoillseachadh fo earrann 8 de Achd 2005, a tha a' toirt comhairle air mar bu chòir Planaichean Gàidhlig a bhith air a chur ri chèile, agus air dè bu chòir do dh'ùghdarrasan poblach smaoinichadh air a ghabhail a-steach sna planaichean aca.

This is a critical time for the future of Gaelic. The position of the language is extremely fragile and the declining numbers of those speaking Gaelic fluently or as a mother-tongue in the language's traditional heartlands threatens the survival of Gaelic as a living language in Scotland. It is essential that steps are taken to create a sustainable future for Gaelic in Scotland.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig (the Scottish Government's principal Gaelic development body) to require public bodies to prepare Gaelic Language Plans. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.

The requirement to prepare a Gaelic Language Plan

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. The Scottish Government was issued with a notice in August 2006, and was asked to submit its Gaelic Language Plan to the Bòrd for approval during June 2009.

Key considerations when preparing a Gaelic Language Plan

The 2005 Act sets out a number of specific criteria which must be taken into account by bodies preparing Gaelic Language Plans. These are designed to ensure that Gaelic Language Plans which are prepared are comprehensive, consistent and appropriate to the particular circumstances of the body preparing it.

- (i) **the extent to which the persons in relation to whom the authority's functions are exercisable use the Gaelic language, and the potential for developing the use of the Gaelic language in connection with the exercise of those functions**

This consideration is designed to ensure that the Gaelic Language Plans prepared by public bodies take account both of the existing number of speakers within their area of operation, and their potential to develop the use of the language. Generally speaking, the expectation is that public bodies with significant numbers of Gaelic speakers within their area of operation will develop stronger Gaelic Language Plans.

- (ii) **statutory guidance on the preparation of Gaelic Language Plans published by Bòrd na Gàidhlig under section 8 of the 2005 Act**

Bòrd na Gàidhlig has published statutory guidance under section 8 of the 2005 Act, which provides advice on how Gaelic Language Plans should be structured, and on the content which public authorities should consider including in their plans.

(iii) Plana Nàiseanta na Gàidhlig

'S e sgrìobhainn reachdail a tha ann am Plana Nàiseanta na Gàidhlig air a dheasachadh le Bòrd na Gàidhlig fo earrann 2 de Achd 2005. Tha am Plana Nàiseanta a' toirt sealladh iomlan air feuman leasachaidh na Gàidhlig, a' gabhail a-steach cùisean togail cànan, cleachdadh cànan, inbhe cànan agus corpas cànan. Tha e a' mìneachadh prìomhachasan airson leasachadh na Gàidhlig, agus a' comharrachadh buidhnean a dh'fhaodas cuideachadh len coileanadh.

(iv) tagraidhean sam bith a rinneadh ris a' bhuidhinn phoblaich a tha ag ullachadh a phlana mun dòigh a tha e a' cleachdadh na Gàidhlig

Tha seo air a dhealbh gus dèanamh cinnteach gun toir buidhnean poblach aire do bheachdan bhuidhnean le ùidh sa chùis nuair a tha iad ag ullachadh am Planaichean Gàidhlig. 'S e a' phrìomh dhòigh air na beachdan sin fhaighinn le Riaghaltas na h-Alba co-chomhairlean poblach air a dhreachd Phlana.

(v) prionnsabal spèis cho-ionann

Bha prionnsabal spèis cho-ionann air fhilleadh a-steach ann an Achd 2005 le Pàrlamaid na h-Alba mar aithris dheimhinneach gu bheil a' cur meas air a' Ghàidhlig, a' toirt feart air a' mhìann aig luchd-cleachdaidh na Gàidhlig gum bi cleachdadh na Gàidhlig cho nàdarrach 's a ghabhas nam beatha, gum biodh spiorad bhlàth

don Ghàidhlig air feadh Alba, agus nach bu chòir don chànan fulang tro chion spèis sam bith bho dhaoine fa leth no bho bhuidhnean. Tha stiùireadh a' Bhùird ag aithris gur dòcha nach eil spèis cho-ionann don Ghàidhlig a' leantainn gu dèiligeadh co-ionann don Ghàidhlig agus don Bheurla, no gum feum ìre shònraichte de sholarachadh Gàidhlig a bhith ri fhaotainn anns gach suidheachadh. 'S ann a tha e a' mìneachadh bhuidhnean poblach gu bhith a' strì, a dh'aindeoin dè an suidheachadh cànan sònraichte a tha romhpa, a bhith taiceil agus fialaidh do leasachadh na Gàidhlig agus am Planaichean Gàidhlig ullachadh le sùil ri cleachdadh na Gàidhlig a dhèanamh cho furasta 's a ghabhas a rèir an t-suidheachaidh aca fhèin. Nuair a tha sinn a' libhrigeadh sheirbheisean tron Ghàidhlig, feuchaidh sinn ri dèanamh cinnteach gum bi an ìre agus càileachd den aon ìre 's a bhiodh iad tron Bheurla.

Co-chomhairle air dreachd Phlana Gàidhlig

A rèir Achd 2005 feumaidh buidhnean poblach ullachadh a' Phlana Gàidhlig aca a thoirt gu aire dhaoine aig a bheil ùidh ann. Gus seo a dhèanamh, rinn Riaghaltas na h-Alba co-chomhairle phoblach air dreachd den phlana Gàidhlig aige ann an 2009.

Aonta do Phlana Gàidhlig Riaghaltas na h-Alba

Bidh Plana Gàidhlig Riaghaltas na h-Alba air a chur chun a' Bhùird agus air aontachadh leis a' Bhòrd.

(iii) the National Plan for Gaelic

The National Plan for Gaelic is a statutory document produced by Bòrd na Gàidhlig under section 2 of the 2005 Act. The National Plan offers a holistic overview of Gaelic development needs, covering language acquisition, language usage, language status and language corpus issues. It sets out priorities for Gaelic development, and identifies bodies which can contribute to achieving them.

(iv) any representations made to the public body preparing its plan about how it uses Gaelic

This provision is designed to ensure that public bodies take into account the views of interested parties in the preparation of their Gaelic Language Plans. The principal means of obtaining these views by the Scottish Government will be through public consultations on its draft Plan.

(v) the principle of equal respect

The principle of equal respect was incorporated into the 2005 Act by the Scottish Parliament as a positive statement about the value and worth of Gaelic, in recognition of the fact that users of Gaelic aspire to use Gaelic as normally as possible in their lives, that there should be a generosity of spirit towards Gaelic across Scotland, and that

the language should not suffer from any lack of respect either at an individual or corporate level. The Bòrd's guidance states that giving Gaelic equal respect does not automatically mean identical treatment for Gaelic and English, or that a particular level of Gaelic provision must be made available in all circumstances. Instead, it encourages public bodies to endeavour, whatever the particular linguistic landscape they face, to be supportive and generous to Gaelic development and to prepare their Gaelic Language Plans with a view to facilitating the use of Gaelic to the greatest extent that is appropriate to their individual circumstances. When delivering services in Gaelic, we shall endeavour to ensure they are of a comparable standard and quality as those they provide in English.

Consultation on a draft Gaelic Plan

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of those with an interest in it. To do so, the Scottish Government consulted publicly on a draft of its Gaelic Plan in 2009.

Approval of the Scottish Government Gaelic Language Plan

The Scottish Government Gaelic Plan will be submitted to the Bòrd and will be approved by the Bòrd.

Sealladh farsaing air dleastanasan Riaghaltas na h-Alba agus cleachdadh na Gàidhlig taobh a-staigh ar raon obrach

'S e Riaghaltas na h-Alba an riaghaltas tiomnaichte airson Alba. Bha Riaghaltas na h-Alba air a stèidheachadh ann an 1999, às dèidh nan ciad thaghadh gu Pàrlamaid na h-Alba. Tha Riaghaltas na h-Alba air a stiùireadh le Prìomh Mhinistear a tha air ainmeachadh leis a' Phàrlamaid agus an dèidh sin a' cur an dreuchd Ministearan na h-Alba eile a tha a' dèanamh suas a' Chaibineat.

Tha seirbheisich chatharra Riaghaltas na h-Alba cunntachail do Mhinistearan na h-Alba, agus tha iadsan cunntachail do Phàrlamaid na h-Alba. 'S e Bòrd an Ro-innleachd prìomh bhòrd Riaghaltas na h-Alba. 'S e an Rùnaire Maireannach cathraiche a' Bhùird agus 's iad buill a' Bhùird Àrd-stiùirichean nam prìomh Bhuidhnean-stiùiridh aig Riaghaltas na h-Alba còmhla ri triùir bhall neo-oifigeil.

Tha Achd na h-Alba a' clàradh, ann am Pàipear-taice 5, na cùisean a tha glèidhte. Tha cùis sam bith nach eil cho glèidhte, no air a mhineachadh anns an Achd mar a bhith taobh a-muigh comas na Pàrlamaid, tiomnaichte. Tha Clàr 1 gu h-ìosal a' sealltainn cuid de na prìomh chùisean tiomnaichte agus glèidhte. Tha a' chuid as motha de na cùisean a bhuineas do bheatha làitheil slugh na h-Alba, a' gabhail a-steach slàinte, foghlam, ceartas, àrainneachd agus cùisean dùthchail, agus còmhail fo uallach Riaghaltas na h-Alba. Bha toradh Sgrùdadh air Cosg 2007 air fhoillseachadh air 14 Samhain 2007. Tha buidseat na h-Alba aig £29.8 billean bho 2007/08 gu 2010/11.

Tha prìomh oifisean Riaghaltas na h-Alba ann an Dùn Èideann aig Victoria Quay, St Andrew's House, Saughton House agus Pentland House; agus, an Glaschu, aig Meridian Court agus Europa Building. Còmhla ri sin, tha mu 30 oifisean sgìre againn bho Bhaile na h-Eaglais sa Cheann a Tuath chun an t-Sròn Reamhair sa Cheann a Deas.

Tha cùisean tiomnaichte a' gabhail a-steach:

- >> slàinte
- >> foghlam agus trèanadh
- >> riaghaltas ionadail
- >> obair shòisealta
- >> taigheadas
- >> dealbhadh
- >> turasachd, leasachadh eaconamach agus taic ionmhais do ghnìomhachas
- >> cuid de chùisean còmhail, a' gabhail a-steach lionra rathaidean na h-Alba, poileasaidh mu bhusaichean agus cidheachan is calaidhean

Tha cùisean glèidhte a' gabhail a-steach:

- >> cùisean bun-reachdail
- >> poileasaidh na Rìoghachd Aonaichte air dùthchannan cèin
- >> dìon agus tèarainteachd nàiseanta an Rìoghachd Aonaichte
- >> Siostam fiosgail, eaconamach agus ionmhasail
- >> in-imrich agus nàiseantachd
- >> cumhachd: dealan, gual, gas agus cumhachd niuclasach
- >> margaidhean coitcheann

Overview of the functions of the Scottish Government and the use of Gaelic within our area of operation

The Scottish Government is the devolved government for Scotland. The Scottish Government was established in 1999, following the first elections to the Scottish Parliament. The Scottish Government is led by a First Minister who is nominated by the Parliament and in turn appoints the other Scottish Ministers who make up the Cabinet.

Scottish Government civil servants are accountable to Scottish Ministers, who are themselves accountable to the Scottish Parliament. The senior board of the Scottish Government is called the Strategic Board. The Board is chaired by the Permanent Secretary and the members of the Board are Director-Generals of the core Directorates of the Scottish Government plus three non-executive members.

Devolved issues include:

- >> health
- >> education and training
- >> local government
- >> social work
- >> housing
- >> planning
- >> tourism, economic development and financial assistance to industry
- >> some aspects of transport, including the Scottish road network, bus policy and ports and harbours

The Scotland Act lists, in Schedule 5, the matters that are reserved. Any matter not so reserved, or otherwise defined in the Act as being outwith the competence of the Parliament, is devolved. Table 1 below shows some of the key devolved and reserved issues. The Scottish Government is responsible for most of the issues of day-to-day concern to the people of Scotland, including health, education, justice, environment and rural affairs, and transport. The outcome of the Spending Review 2007 was announced on 14 November 2007. Scotland's budget is £29.8 billion from 2007/08 to 2010/11.

The Scottish Government's main offices are located in Edinburgh at Victoria Quay, St Andrew's House, Saughton House and Pentland House; and, in Glasgow, at Meridian Court and Europa Building. Additionally, we also have around 30 area offices stretching from Kirkwall in the North to Stranraer in the South.

Reserved issues include:

- >> constitutional matters
- >> UK foreign policy
- >> UK defence and national security
- >> fiscal, economic and monetary System
- >> immigration and nationality
- >> energy: electricity, coal, gas and nuclear energy
- >> common markets
- >> trade and industry, including competition and customer protection

Tha cùisean tiomnaichte a' gabhail a-steach:

- >> lagh agus cùisean na dùthcha, a' gabhail a-steach a' chuid as motha de roinnean lagh eucorach agus catharra, an siostam casaid agus na cùirtean
- >> am Poileas agus seirbheisean Smàlaidh
- >> an àrainneachd
- >> dualchas nàdarra agus togte
- >> àiteachas, coilltearachd agus iasgach
- >> spòrs agus na h-ealain
- >> staitistig, agus clàran poblach

Tha cùisean glèidhte a' gabhail a-steach:

- >> malairt agus gnìomhachas, a' gabhail a-steach co-fharpais agus dìon luchd-cleachdaidh
- >> cuid de chùisean còmhdaidh, a' gabhail a-steach sàbhailteachd agus riaghladh còmhdaidh
- >> reachdas cosnaidh
- >> tèarainteachd shòisealta
- >> cearrachd agus an Crannchur Nàiseanta
- >> dìon dàta
- >> casg-breith, torachadh daonna agus suthèolas, gintinneachd, xenotraschur agus beò-ghearradh
- >> co-ionannachd chothroman

Tha obair Riaghaltas na h-Alba air a dhèanamh le:

- >> **Riaghaltas na h-Alba** – an t-seirbheis chatharra ghnàthach an Alba le prìomh Buidhnean-stiùiridh an Eaconamaidh agus am Prìomh Chomhairleach air an Eaconamaidh, Slàinte agus Sochair, Ceartas agus Coimhearsnachdan, an Àrainneachd, Foghlam agus Oifis an Rùnaire Mhaireannaich;
- >> **Buidhnean iomairt** – air an stèidheachadh le Ministearan mar phàirt de roinnean Riaghaltas na h-Alba, no mar roinnean dhiubh fèin, gus an raointean obrach fhèin a choileanadh. Tha seirbheisich catharra ag obair anns na buidhnean iomairt;
- >> **Buidhnean poblach (NDPBan)** – buidhnean poblach nàiseanta agus roinneil, nach eil a' coileanadh an gnìomhan làitheil còmhla ri Ministearan, ach le Ministearan cunntachail air an son aig a' cheann thall; agus

- >> **Buidhnean Gnìomha** – buidhnean comhairleachaidh air an stèidheachadh le Ministearan gus cùisean sònraichte a rannsachadh agus aithris a thoirt orra. Cha mhair Buidhnean Gnìomha ach ùine ghoirid, mar as trice mu bhliadhna, agus bidh iad a' dol à bith nuair a bhios an aithris crìochnaichte.

Tha raon obrach Riaghaltas na h-Alba a' gabhail a-steach Alba gu lèir. Mar sin, tha gach neach-labhairt Gàidhlig agus coimhearsnachd Ghàidhlig an Alba taobh a-staigh na sgìre sa bheil Riaghaltas na h-Alba ag obrachadh a' gabhail a-steach a h-uile sgìre sa bheil daoine comasach air tuigsinn, labhairt, leughadh no sgrìobhadh Gàidhlig a' dèanamh suas mòr-chuid den àireamh-sluaigh.

Devolved issues include:

- >> law and home affairs, including most aspects of criminal and civil law, the prosecution system and the courts
- >> the police and fire services
- >> the environment
- >> natural and built heritage
- >> agriculture, forestry and fishing
- >> sport and the arts
- >> statistics, public registers and records

Reserved issues include:

- >> some aspects of transport, including transport safety and regulation
- >> employment legislation
- >> social security
- >> gambling and the National Lottery
- >> data protection
- >> abortion, human fertilisation and embryology, genetics, xenotransplantation and vivisection
- >> equal opportunities

The work of the Scottish Government is carried out by:

- >> **The Scottish Government** – the mainstream civil service in Scotland with the core Directorates of Economy and Chief Economic Adviser, Health and Wellbeing, Justice and Communities, Environment, Education and the Office of the Permanent Secretary;
- >> **Agencies** – established by Ministers as part of Scottish Government departments, or as departments in their own right, to carry out a discrete area of work. Agencies are staffed by civil servants;
- >> **Public bodies (NDPBs)** – national and regional public bodies, carrying out their day-to-day functions independently of Ministers, but for which Ministers are ultimately accountable; and

- >> **Task Forces** – advisory bodies established by Ministers to investigate and report on particular issues. Task Forces have a short lifespan, normally around a year or so, and are abolished once they have reported.

The Scottish Government's area of operation is all of Scotland. It therefore follows that all of Scotland's Gaelic speakers and Gaelic communities are within the area in which the Scottish Government operates including all of the districts in which persons able to understand, speak, read or write Gaelic form a majority of the population.

Cunntasan-sluaigh¹

B' e an àireamh iomlan de dhaoine air an clàradh comasach air labhairt agus/no leughadh agus/no sgrìobhadh agus/no tuigsinn Gàidhlig ann an cunntas-sluaigh 2001 92,400 (1.9% de dh'Àireamh-sluaigh na h-Alba). Dhiubh sin, b' e an àireamh iomlan de dhaoine a b' urrainn Gàidhlig a bhruidhinn 58,652 (1.15% de dh'Àireamh-sluaigh na h-Alba).

Ged a chaidh an àireamh de luchd-labhairt Gàidhlig uile gu lèir sìos anns a' chunntas-sluaigh mu dheireadh, chaidh an àireamh de dhaoine comasach air labhairt agus cuideachd air leughadh agus sgrìobhadh Gàidhlig suas eadar 1991 agus 2001 a' sealltainn fàs ann an litearras Gàidhlig agus anns an àireamh de luchd-ionnsachaidh Gàidhlig. Mheudaich an àireamh de chloinn aois 5-15 comasach air labhairt Gàidhlig cuideachd eadar 1991 agus 2001. Tha e na phrìomhachas aig an Riaghaltas seo a bhith a' cumail na h-àireimh de luchd-labhairt Gàidhlig seasmhach aig na h-ìrean a bha aca ann an 2001 ro chunntas-sluaigh 2021.

Tha luchd-labhairt Gàidhlig sgapte air feadh Alba. Den luchd-labhairt Gàidhlig air an comharrachadh ann an cunntas-sluaigh 2001, bha beagan a bharrachd air an dara leth a' fuireach ann an siorrachdan na Gàidhealtachd (sgìrean Chomhairle na Gàidhealtachd, Chomhairle Earra-Ghàidheil & Bhòid agus Chomhairle nan Eilean Siar) agus beagan nas lugha na an dara leth ann an sgìrean na Galltachd. Tha a' Ghàidhlig air a bruidhinn le mòr-chuid de dhaoine ann an sgìre Chomhairle nan Eilean Siar agus ann an sgìre Chille Mhoire san Eilean Sgitheanach taobh a-staigh sgìre Chomhairle na Gàidhealtachd. Chan eil ach dìreach beagan a bharrachd air cairteal de luchd-labhairt a' fuireach ann an sgìrean far a bheil luchd-labhairt Gàidhlig a' dèanamh suas mòr-chuid.

Tha ìre àrd cathaireachaidh taobh a-staigh na coimhearsnachd Gàidhlig le dùmhlachadh mòr de luchd-labhairt Gàidhlig a' fuireach ann an Sgìre Ghlaschu, Dùn Èideann, Inbhir Nis agus Obar Dheathain. Mar eisimpleir, tha 11,211 neach-labhairt Gàidhlig, no 19% den luchd-labhairt Gàidhlig air fad, a' fuireach ann an Sgìre Ghlaschu a rèir cunntas-sluaigh 2001.²

Demographics¹

The total number of people recorded as being able to speak and/or read and/or write and/or understand Gaelic in the 2001 census was 92,400 (1.9% of the Scottish Population). Of these, the total number of people who could speak Gaelic was 58,652 (1.15% of the Scottish Population).

While the number of Gaelic speakers declined overall in the last census, the number of people able to speak and also to read and write Gaelic increased between 1991 and 2001 reflecting a growth in Gaelic literacy and growing numbers of Gaelic learners. The number of children aged 5-15 able to speak Gaelic also increased between 1991 and 2001. It is a priority for this Government to stabilise the number of Gaelic speakers at their 2001 levels by the 2021 census.

Gaelic speakers are spread throughout Scotland. Of the Gaelic speakers identified in the 2001 census, just over half lived in the Highland counties (the Highland Council, Argyll & Bute Council and Comhairle nan Eilean Siar areas) and just under half in the Lowland areas. Gaelic is spoken by a majority of people in the Comhairle nan Eilean Siar area and in the parish of Kilmuir in the Isle of Skye within the Highland Council area. Only just over a quarter of speakers live in localities where Gaelic speakers form a majority.

There is a high degree of urbanisation within the Gaelic speech community with large concentrations of Gaelic speakers living in Greater Glasgow, Edinburgh, Inverness and Aberdeen. For example, 11,211 Gaelic speakers, or 19% of all Gaelic speakers, live in Greater Glasgow according to the 2001 census.²

1 Tha dàta cunntas-sluaigh air a thoirt bhon aithisg Ghàidhlig air cunntas-sluaigh 2001, a tha ri faotainn air-loidhne aig: www.gro-scotland.gov.uk/census/censushm/scotcen/scotcen2/scotcen-gaelic/index.html. Tha figearan foghlaim air an toirt bho: Oilthigh Shrath Chluaidh, Roinn an Fhoghlaim (2006). *Pupil Numbers in Gaelic Education 2006-07*, Glaschu: Oilthigh Shrath Chluaidh.

2 Tha Sgìre Ghlaschu air a mineachadh an seo mar Baile Ghlaschu, Siorrachd Lannraig a Tuath, Siorrachd Lannraig a Deas, Siorrachd Dhùn Bhreatainn an Ear, Siorrachd Dhùn Bhreatainn an Iar, Siorrachd Rinn Friù, Siorrachd Rinn Friù an Ear agus Inbhir Chluaidh.

1 Census data is taken from the 2001 census Gaelic report, available online at: www.gro-scotland.gov.uk/census/censushm/scotcen/scotcen2/scotcen-gaelic/index.html. Education figures are taken from: University of Strathclyde, Faculty of Education (2006). *Pupil Numbers in Gaelic Education 2006-07*, Glasgow: University of Strathclyde.

2 Greater Glasgow is defined here as Glasgow City, North Lanarkshire, South Lanarkshire, East Dunbartonshire, West Dunbartonshire, Renfrewshire, East Renfrewshire and Inverclyde.

Chan eil figear cinnteach ann airson na h-àireimh de luchd-ionnsachaidh inbheach neo-fhileanta. Ach, cho-dhùin sgrùdadh nàiseanta ann an 1995 le John Galloway às leth Comunn na Gàidhlig, bòrd leasachaidh na Gàidhlig, gun robh mu 8,000 an Alba.³

Tha mu 2,500 sgoilearan bun-sgoile agus àrd-sgoile ann am foghlam Gàidhlig (FG) gu nàiseanta aig an àm seo, le 700 pàiste eile ann an sgoiltean-àraich Gàidhlig. Taobh a-staigh foghlam Beurla eadar 2,500 agus 3,000 tha luchd-ionnsachaidh a' gabhail Gàidhlig mar chuspair san àrd-sgoil gach bliadhna eadar S1 agus S6.⁴ Tha mòran chloinne ann am bun-sgoiltean Beurla a' gabhail pàirt anns an sgeama *Gàidhlig sa Bhun-sgoil* gach bliadhna: mu 6,500 pàiste ann an seisean 2005/6.

There is no authoritative figure for the number of non-fluent adult learners. However, a national study in 1995 by John Galloway on behalf of Comunn na Gàidhlig, the Gaelic development agency, found that there were roughly 8,000 in Scotland.³

There are around 2,500 primary and secondary schoolchildren in Gaelic-medium education (GME) nationally at present, with a further 700 children in Gaelic-medium nurseries. Within English-medium education between 2,500 and 3,000 learners study Gaelic as a secondary subject each year between S1 and S6.⁴ Many children in English-medium primary schools take part in the *Gaelic Language in the Primary School* scheme each year: around 6,500 children in the 2005/6 session.

³ Galloway, John (1995). *Estimation of the Number and Distribution of Adult Learners of Gaelic: Final Report*. Inverness: Comunn na Gàidhlig.

⁴ Ann an seisean 2006/7, bha 701 pàistean a' frithealadh 60 sgoiltean-àraich Gàidhlig, bha 2092 sgoilearan sa bhun-sgoil air an teagasg tro mheadhan na Gàidhlig ann an 62 sgoiltean agus bha 293 sgoilearan san àrd-sgoil ag ionnsachadh tro mheadhan na Gàidhlig ann an 17 sgoiltean. Anns an aon bhliadhna, bha 945 sgoilearan a' dèanamh cùrsa Gàidhlig airson luchd-labhairt fileanta ann an clasaichean ann an 37 àrd-sgoiltean, gun a' chuid as motha dhiubh sin fhathast a' tabhann cuspairean sam bith eile tro mheadhan na Gàidhlig. Bha 2696 sgoilearan eile aig ìre àrd-sgoile ann an clasaichean Gàidhlig do luchd-ionnsachaidh ann an 35 sgoiltean.

³ Galloway, John (1995). *Estimation of the Number and Distribution of Adult Learners of Gaelic: Final Report*. Inverness: Comunn na Gàidhlig.

⁴ In the 2006/7 session, 701 children were attending 60 Gaelic medium nurseries, 2092 primary school pupils were being educated through the medium of Gaelic in 62 schools and 293 secondary school pupils were studying through the medium of Gaelic in 17 schools. In the same year, 945 pupils were studying Gaelic for fluent speakers in classes in 37 secondary schools, most of which do not yet offer any other subjects through the medium of Gaelic. A further 2696 secondary pupils studied Gaelic classes for learners in 35 schools.

CAIBIDIL II – BUN-DHLEASTANASAN

San Stiùireadh air Leasachadh Planaichean Gàidhlig reachdail, tha Bòrd na Gàidhlig ag ainmeachadh cruthachadh nan suidheachaidhean airson a cleachdadh sa bheatha phoblaich mar aon de na prìomh nithean ann an àbhaisteachadh cleachdadh na Gàidhlig. Tha am Bòrd air ceithir prìomh raointean de lìbhrigeadh seirbheis a chomharrachadh air a bheil e ag iarraidh air buidhnean poblach aghaidh a chur ann an ullachadh am Planaichean Gàidhlig. 'S iad sin:

Dearbh-aithne: dearbh-aithne chorporra
soidhnichean

Conaltradh: fàilteachas
fòn
post agus postd
foirmean
coinneamhan poblach
modhan gearain

Foillseachaidhean: dàimh phoblach agus na meadhanan
stuth clò-bhuailte
làraich-lìn
taisbeanaidhean

Luchd-obrach: trèanadh
ionnsachadh cànan
fastadh
sanasachd

Tha Riaghaltas na h-Alba a' tuigsinn gum faod pàirt cudromach a bhith aig gach gnìomh chorporra sin ann an àrdachadh ìomhaigh agus follaiseachd na Gàidhlig, agus ann an cruthachadh cothroman prataigeach do luchd-labhairt agus luchd-ionnsachaidh Gàidhlig. Tha an earrann seo den Phlana Gàidhlig againn a' mìneachadh dè an solarachadh Gàidhlig a bhios air a dhèanamh co-cheangailte ri gach gnìomh.

Ann am beachdachadh air ciamar is urrainn a sholarachadh Gàidhlig anns na raointean sin a leasachadh, thug an Riaghaltas aire do na riatanasan reachdail air an comharrachadh ann an Achd na Gàidhlig (Alba) 2005, agus do Stiùireadh a' Bhùird mu leasachadh Planaichean Gàidhlig. Tha an Stiùireadh ag aithris gur e an sùileachadh, san fharsaingeachd, anns na ceàrnaidhean far as àirde na h-àireamhan no na h-àireamhan sa cheud de luchd-labhairt Gàidhlig, gum bi raon nas fharsainge agus ìre dhleastanasan nas làidire anns a' Phlana Gàidhlig.

Tha Riaghaltas na h-Alba ag obair thar gach ceàrn de dh'Alba – mar sin, ann an leasachadh ar solarachadh Gàidhlig, bidh sinn a' cleachdadh na h-ìre solarachaidh as lugha a bhuineas do na raointean obrach againn uile, agus a' toirt ìre solarachaidh leasaichte ann an ceàrnaidhean sa bheil an àireamh de luchd-labhairt Gàidhlig nas àirde. Tha Riaghaltas na h-Alba an dùil sgrùdadh a dhèanamh air cànan anns a' chiad bhliadhna de ghnìomhachadh ar Plana Gàidhlig gus cuideachadh a' comharrachadh roinnean de sheirbheisean agus sgìrean far am faodadh solarachadh Gàidhlig nas mionaidiche a bhith ion-dhèanta agus feumail.

Tha an earrann seo a' comharrachadh na h-ìre as lugha de sholarachadh Gàidhlig a tha sinn a' gealltainn a sholar anns na 5 bliadhna a mhaireas am plana. Bithear ag iarraidh air a h-uile roinn de Riaghaltas na h-Alba a dhol nas àirde na an ìre solarachadh bhunaiteach seo agus, fhad 's a mhaireas am plana, meudachadh mean air mhean air an t-solarachadh Gàidhlig a tha iad a' tabhann. Tha sinn a' tuigsinn cuideachd nach eil sa Phlana Gàidhlig seo ach toiseach tòiseachaidh, agus a' sùileachadh gum bi na planaichean a nì sinn san àm ri teachd nan atharrachaidhean mòra anns an ìre bhunaiteach as lugha de sholarachadh Gàidhlig a bhios air a thabhann.

CHAPTER II – CORE COMMITMENTS

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig identifies one of the key aspects to normalising the use of Gaelic to be in creating the conditions for its use in public life. The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing their Gaelic Language Plans. These are:

Identity: corporate identity
signs

Communications: reception
telephone
mail and email
forms
public meetings
complaints procedures

Publications: public relations and media
printed material
websites
exhibitions

Staffing: training
language learning
recruitment
advertising

The Scottish Government recognises that each of these four corporate functions can play an important role in raising the profile and visibility of Gaelic, and of creating practical opportunities for Gaelic speakers and learners. This section of our Gaelic Language Plan sets out in turn what Gaelic provision will be made in relation to each of the functions.

In considering how it can develop its Gaelic provision in these areas, the Government has had regard to the statutory requirements laid out in the Gaelic Language (Scotland) Act 2005, and to the Bòrd's Guidance on the development of Gaelic Language Plans. The Guidance states that, in general terms, the expectation is that in those geographical locations, in which the percentages or numbers of Gaelic speakers is greater, the scope of the Gaelic Language Plan will be wider and the level of commitments in it will be stronger.

The Scottish Government operates across all areas of Scotland – in developing its Gaelic language provision, we will therefore adopt a minimum level of provision which will apply to all of our areas of operation, and will provide an enhanced level of provision in areas where the number of Gaelic speakers is greater. The Scottish Government intends to conduct a language audit within the first year of implementation of our Gaelic Language Plan to help identify aspects of services and geographical areas where more detailed Gaelic provision may be feasible and desirable.

This section sets out the minimum level of Gaelic language provision which we commit to providing in the 5-year lifetime of the plan. All areas of the Scottish Government will be encouraged to exceed this basic level of provision and to gradually increase over the lifetime of the plan the Gaelic provision which they offer. We also recognise that this Gaelic Language Plan represents a starting point, and expects our future plans to represent step changes in the basic minimum level of Gaelic language provision which will be offered.

Earrann 1 – Dearbh-aithne

Faodaidh Gàidhlig ann an dearbh-aithne chorporra agus soidhnichean ùghdarras poblaich cur gu mòr ri follaiseachd a’ chànan, agus tha e na aithris chudromach le ùghdarras poblach mun mheas agus an àite a tha aig a’ Ghàidhlig. Faodaidh leudachadh air cleachdadh na Gàidhlig tro shoidhnichean cuideachd cur ri briathrachas luchd-cleachdaidh Gàidhlig agus ri leasachadh a’ chànan.

Tha Riaghaltas na h-Alba a’ tuigsinn cho cudromach ‘s a tha e a bhith a’ cruthachadh mothachadh fad is farsaing air cleachdadh na Gàidhlig agus a’ toirt iomhaigh fhiughaireach dhi.

Dearbh-aithne Chorporra

An Dòigh-obrach Làthaireach	Chan eil poileasaidh aontaichte aig Riaghaltas na h-Alba aig an àm seo airson cleachdadh na Gàidhlig na dhearbh-aithne chorporra.	Ceann-là sùilichte	Prìomh Raon Obrach
Prìomh raointean leasachaidh	Bidh sinn a’ gluasad a dh’ionnsaigh cleachdadh an tionndaidh dà-chànanach de shuaicheantas Riaghaltas na h-Alba mar an àbhaist thar gach raon obrach againn.	Dùbhlachd 2009	A h-uile raon obrach
	Bidh sinn a’ dèanamh sgrùdadh air a h-uile teamplaid eileagtronaigeach a tha air an cleachdadh le Riaghaltas na h-Alba agus a’ toirt comhairle air cothroman air an dà chànan a chleachdadh.	Dùbhlachd 2009	ISIS –Sìostaman Corporra
	Nì sinn cinnteach gum bi eadar-theangachaidhean iomchaidh air ainmean Bhuidhnean-stiùiridh agus Roinnean.	Mar a bhios riatanach	Aonad Gàidhlig
	Cuiridh sinn ri chèile stiùireadh do luchd-obrach air cleachdadh suaicheantas corporra dà-chànanach Riaghaltas na h-Alba ann an: Cinn-litrichean Cèisean Bileagan dùrachd Cairtean gnìomhachais Cairtean freagairt	Dùbhlachd 2009	Aonad Gàidhlig

Section 1 – Identity

The presence of Gaelic in the corporate identity and signs of a public authority can greatly enhance the visibility of the language, and makes an important statement by a public authority about how Gaelic is valued and how it will be given recognition. Developing the use of Gaelic through signs can also enrich the vocabulary of Gaelic users and contribute to the development of the language.

The Scottish Government recognises the importance of creating widespread awareness of the use of Gaelic and of promoting a positive image of it.

Corporate Identity

Current Practice	The Scottish Government currently does not have an agreed policy for the use of Gaelic in its corporate identity.	Target date	Lead Business Area
Key areas of development	We will move towards the use of the bilingual version of the Scottish Government logo as the norm across all areas of our operation.	December 2009	All business areas
	We will audit all electronic templates used by the Scottish Government and advise on opportunities for bilingual use.	December 2009	ISIS – Corporate Systems
	We will ensure that there are appropriate translations of Directorates and Division names.	As necessary	Gaelic Unit
	We will develop guidance for staff on the use of the Scottish Government bilingual corporate logo in: Letterheads Envelopes Compliments slips Business cards Acknowledgement cards	December 2009	Gaelic Unit

Soidhnichean (a-staigh agus a-muigh)

An Dòigh-obrach Làthaireach	<i>Chan eil poileasaidh aontaichte aig Riaghaltas na h-Alba aig an àm seo airson Gàidhlig a chleachdadh air soidhnichean.</i>	Ceann-là sùilichte	Prìomh Raon Obrach
Prìomh raointean leasachaidh	Bidh sinn a' gluasad a dh'ionnsaigh toirt a-steach soidhnichean agus suaicheantas Riaghaltas na h-Alba san dà chànan mar an àbhaist mar phàirt den mhodh ùrachaidh agus leasachaidh àbhaisteach againn.	Ògmhios 2009	Goireasan agus Seirbheisean Oighreachd
	Bidh sinn a' dèanamh sgrùdadh air a h-uile soidhne a-muigh agus aig na dorsan airson cleachdadh na Gàidhlig aig Riaghaltas na h-Alba.	Sultain 2008	Goireasan agus Seirbheisean Oighreachd
	Meudaichidh sinn cleachdadh na Gàidhlig ann an soidhnichean a-muigh agus aig dorsan nar togalaichean sir fad.	Ògmhios 2009	Goireasan agus Seirbheisean Oighreachd
	Bidh soidhnichean 'Welcome/ Fàilte' air an cur nar fosglain poblach.	Ògmhios 2009	Goireasan agus Seirbheisean Oighreachd
	Tha faisg air 30 oifisean sgre aig Riaghaltas na h-Alba air feadh Alba. Tha soidhnichean dà-chànanach air taobh a-muigh cuid dhiubh mar-thà, mar eisimpleir, an t-Ionad Sgeama Thabhartasan nan Taighean Croite againn ann an Tiriodh, a' Phrìomh Aonad Fiosrachaidh an Ceann Loch Lìobhainn agus Roinn nan Cùisean Dùthchail ann an Cameron House san Òban. Mar a bhios sinn a' leasachadh no ag ùrachadh soidhnichean nì sinn cinnteach gum bi Gàidhlig air a thoirt a-steach cuideachd.	Ògmhios 2009	Goireasan agus Seirbheisean Oighreachd

Signs (internal and external)

Current practice	<i>The Scottish Government does not have an agreed policy for the use of Gaelic on signage.</i>	Target date	Lead Business Area
Key areas of development	We will move towards the introduction of bilingual signs and the Scottish Government logo as the norm to be introduced as part of our normal replacement and upgrading process.	June 2009	Facilities and Estates Services
	We will audit all Scottish Government external and entrance signs for the use of Gaelic.	September 2008	Facilities and Estates Services
	We will increase the use of Gaelic in external and entrance signage in all of our buildings.	June 2009	Facilities and Estates Services
	'Welcome/Failte' signs will be introduced into our public foyers.	June 2009	Facilities and Estates Services
	The Scottish Government has almost 30 area offices throughout Scotland. Some already have external bilingual signs, for example, our Crofting Home Grant Scheme Unit in Tìree, the Central Enquiry Unit at Kinlochleven and the Rural Affairs Department at Cameron House, Oban. As we upgrade or replace signs we will ensure Gaelic is also introduced.	June 2009	Facilities and Estates Services

Earrann 2 – Conaltradh

Tha cleachdadh na Gàidhlig aig a’ chiad conaltradh eadar buill den phoball agus ùghdarras poblach a’ meudachadh na thathar a’ faicinn agus a’ cluinntinn den chànan, agus a’ cur ris a’ mhothachadh gu bheil comas agus cothrom aca air Gàidhlig a chleachdadh. A thuilleadh air a bhith ag àrdachadh ìomhaigh a’ chànan, tha e cuideachd a’ cruthachadh cothroman air a bhith ga cleachdadh agus a’ misneachadh buill den phoball Gàidhlig a chleachdadh a’ dèanamh gnothaich ris an ùghdarras phoblaich an dèidh làimhe.

Tha cleachdadh na Gàidhlig ann an coluadar ris an ùghdarras tro phost, post-dealain agus air fòn cudromach ann an cruthachadh cothroman prataigeach air a’ chànan a chleachdadh, agus cur ris a’ mhothachadh gu bheil comas agus cothrom air a chleachdadh. Faodaidh Gàidhlig ann an iomadh seòrsa foirm Gàidhlig, no ann am foirmean dà-chànanach, cuideachd cur gu mòr ri follaiseachd agus cliù a’ chànan.

Faodaidh ullachadh thionndaidhean Gàidhlig de fhoirmean, iarrtasan agus sgrìobhainnean eile den t-seòrsa sin, a bhith na chuideachadh cuideachd le leudachadh air an diofar bhriathrachas Gàidhlig agus am mothachadh a tha aig luchd-labhairt na Gàidhlig air a’ bhriathrachas sin, a’ cuideachadh le leasachadh a’ chànan fhèin.

Tha Riaghaltas na h-Alba a’ tuigsinn cho cudromach ‘s a tha e a bhith a’ cruthachadh cothroman airson Gàidhlig a chleachdadh ann an iomadh seòrsa suidheachadh làitheil agus a’ gealltainn a bhith a’ meudachadh na h-ìre solarachaidh san raon seo.

Fàilteachas

An dòigh-obrach làthaireach	Chan eil solarachadh Gàidhlig sam bith aig Riaghaltas na h-Alba ann an ionadan fàilte aig an àm seo.	Ceann-là sùilichte	Prìomh Raon Obrach
Prìomh raointean leasachadh	Bheir sinn a-steach trèanadh ann am mothachadh air Gàidhlig airson luchd-obrach aghaidh an taighe a’ gabhail a-steach prìomh abairtean agus cleachdadh iomchaidh.	Nuair a bhios suirbhìdh sgrùdadh air sgilean crìochnaichte	Goireasan agus Seirbheisean Oighreachd
	Bidh cothrom aig fàiltichean air neach-obrach le Gàidhlig gus cuideachadh le ceistean Gàidhlig.	Nuair a bhios suirbhìdh sgrùdadh air sgilean crìochnaichte	Goireasan agus Seirbheisean Oighreachd
	Bidh soidhnichean dà-chànanach air an cur nar fosglain poblach air fad.	Ògmhios 2009	Goireasan agus Seirbheisean Oighreachd

Section 2 – Communications

The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language, and contributes to the sense that the use of Gaelic is possible and welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.

The use of Gaelic in interactions with the authority by mail, email and by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome. The presence of Gaelic in a wide range of Gaelic forms, or in bilingual forms, can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents, can also assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, helping the development of the language itself.

The Scottish Government recognises the importance of creating opportunities for the practical use of Gaelic in a wide range of everyday situations and is committed to increasing its level of provision in this area.

Reception

Current practice	The Scottish Government does not make any Gaelic provision in reception areas at present.	Target date	Lead Business Area
Key areas of development	We will introduce Gaelic awareness training for front of house staff including key phrases and appropriate use.	Upon completion of audit of skills survey	Facilities and Estates Services
	Reception staff will have access to a Gaelic speaking member of staff to assist with Gaelic enquiries.	Upon completion of audit of skills survey	Facilities and Estates Services
	Bilingual signs will be introduced into all of our public foyers.	June 2009	Facilities and Estates Services

Fòn

An dòigh-obrach làthaireach	<i>Chan eil solarachadh sam bith aig Riaghaltas na h-Alba aig an àm seo airson bruidhinn air fòn ann an Gàidhlig.</i>	Ceann-là sùilichte	Prìomh Raon Obrach
Prìomh raointean leasachaidh	Nì sinn a' Ghàidhlig na sgil obrach fheumail airson luchd-obrach ùr a' tòiseachadh sa Phrìomh Aonad Fiosrachaidh an Ceann Loch Liobhainn gus am faighear air a' chiad chonaltradh air fòn a dhèanamh ann an Gàidhlig.	Tha oidhirpean a' dol air adhart	Tele-chonaltradh
	Nì sinn cinnteach gum bi roghainn Ghàidhlig air ar suids-chlàr fèin-fhreagairt.	Dùbhlachd 2009	Tele-chonaltradh
	Tha sinn ag amas air 'roghainn deimhinneach' a bhrosnachadh agus faodaidh luchd-obrach CEU fòn a chur troimhe gu oifigear Gàidhlig ma bhios feum air.	Nuair a bhios suirbhidh sgrùdadh air sgilean crìochnaichte	Tele-chonaltradh

Telephone

Current practice	<i>The Scottish Government does not at present make any provision for handling telephone calls in Gaelic.</i>	Target date	Lead Business Area
Key areas of development	We will make Gaelic-language a desirable job skill for new staff joining the Central Enquiry Unit at Kinlochleven to enable initial calls to be dealt with in Gaelic.	Attempts are ongoing	Telecommunications
	We will ensure that there is a Gaelic option on our automated switchboard.	December 2009	Telecommunications
	We aim to promote 'positive choice' and CEU staff will be able to transfer calls to a Gaelic officer when this is required.	Upon completion of audit of skills survey	Telecommunications

Post agus post-dealain:

An dòigh-obrach làthaireach	<i>Chan eil poileasaidh aontaichte aig Riaghaltas na h-Alba aig an àm seo air freagairt litrichean agus post-dealain Gàidhlig.</i>	Ceann-là sùilichte	Prìomh Raon Obrach
Prìomh raointean leasachaidh	Nuair a sgrìobhas ball den phoball gu Riaghaltas na h-Alba ann an Gàidhlig gheibh iad freagairt ann an Gàidhlig.	Gun dàil	Aonad Conaltraidh
	Beachdaichidh Riaghaltas na h-Alba air stòr-dàta a stèidheachadh de na daoine no buidhnean leis an fheàrr conaltradh sa Ghàidhlig, agus feuchaidh sinn ri conaltradh iomchaidh a chur air dòigh dhaibh ann an Gàidhlig.	Cuiridh sinn a' cheist mar phàirt den mhodh co-chomhairleachaidh	Aonad Conaltraidh còmhla ris an Aonad Ghàidhlig
	Nì sinn stuth eileagtronaigeach fèin-fhreagairt san dà chànan (mar brathan-àichidh post-dealain).	Dùbhlachd 2009	ISIS – Siostaman Taic Chorporra
	Bidh sinn a' cruthachadh iar-abairtean ìre Buidheann-stiùiridh agus ag iarraidh an cleachdadh ann am puist-dealain a-mach gus seirbheisean Gàidhlig a shanasachd ann an Gàidhlig agus Beurla	Mar a bhios riatanach	A h-uile raon obrach le taic bhon Aonad Gàidhlig

Mail and email:

Current practice	<i>The Scottish Government does not currently have an agreed policy on how to respond to Gaelic mail and email.</i>	Target date	Lead Business Area
Key areas of development	When a member of the public writes to the Scottish Government in Gaelic they will receive a reply in Gaelic.	Immediate	Correspondence Unit
	The Scottish Government will consider the establishment of a database of those individuals or organisations who prefer to receive communications in Gaelic, and we will endeavour to initiate appropriate correspondence to them in Gaelic.	We will ask as part of the consultation process	Correspondence Unit with the Gaelic Unit
	We will make automatically generated electronic content (such as email disclaimers) bilingual.	December 2009	ISIS – Corporate Systems Support
	We will create Directorate level strap-lines and encourage its use in outgoing emails to publicise Gaelic services in Gaelic and English	As necessary	All business areas with support from Gaelic Unit

Foirmean:

An dòigh-obrach làthaireach		Ceann-là sùilichte	Prìomh Raon Obrach
	<i>Chan eil solarachadh soilleir aig Riaghaltas na h-Alba aig an àm seo airson cleachdadh na Gàidhlig ann am foirmean ach thathar air tagraidhean Gàidhlig a ghabhail bho dhaoine fa leth.</i>		
Prìomh raointean leasachaidh	<p>Meudaichidh Riaghaltas na h-Alba na tha air a chleachdadh agus air fhaicinn den Ghàidhlig anns na cruthan as cumanta:</p> <ul style="list-style-type: none"> >> bidh barrachd Gàidhlig ri fhaicinn air foirmean >> comharraichidh sinn suidheachaidhean anns am bi lìonadh fhoirmean ann an Gàidhlig air a mhisneachadh. 	Ògmhios 2010	A h-uile Raon Obrach
	Bidh Riaghaltas na h-Alba deònach gabhail ri foirmean air an lìonadh ann an Gàidhlig.	Gun dàil	A h-uile Raon Obrach

Forms:

Current practice		Target date	Lead Business Area
	<i>The Scottish Government does not currently make explicit provision for the use of Gaelic in forms but has accepted Gaelic submissions on an individual basis.</i>		
Key areas of development	<p>The Scottish Government will increase the use and visibility of Gaelic in its most commonly used forms:</p> <ul style="list-style-type: none"> >> we will make more Gaelic visible on forms >> we will identify situations in which completion of forms in Gaelic will be encouraged. 	June 2010	All Business Areas
	The Scottish Government will accept, and welcome, the completion of forms in Gaelic.	Immediate	All Business Areas

Coinneamhan poblach:

An dòigh-obrach làthaireach		Ceann-là sùilichte	Prìomh Raon Obrach
	<i>Chan eil solarachadh sam bith aig Riaghaltas na h-Alba airson coinneamhan poblach a chumail ann an Gàidhlig no solarachadh Gàidhlig a dhèanamh aig an àm seo.</i>		
Prìomh raointean leasachaidh	Bidh sinn a’ foirmealachadh mhodhan far am bi solarachadh airson cleachdadh na Gàidhlig ann an coinneamhan poblach far an robh iarrtas reusanta air a nochdadh no far a bheil ùidh shònraichte aig luchd-labhairt na Gàidhlig ann.	Ògmhios 2010	A h-uile Raon Obrach
	Cuiridh Riaghaltas na h-Alba air dòigh cunnradh airson eadar-mhìneachadh Gàidhlig ann an coinneamhan poblach sam bith ma bhios seo air a roghnachadh. Gu h-àraidh ann an ceàrnaidhean far a bheil àireamh àrd de luchd-cleachdaidh a’ chànain.	Dùbhlachd 2010	Buidheann-stiùiridh Solar na h-Alba

Modh Gearain:

An dòigh-obrach làthaireach		Ceann-là sùilichte	Prìomh Raon Obrach
	<i>Chan eil solarachadh sam bith aig Riaghaltas na h-Alba airson Gàidhlig a ghabhail a-steach na mhodhan gearain aig an àm seo.</i>		
Prìomh raointean leasachaidh	Bidh eadar-theangachadh Gàidhlig den bhileag gearain againn ri fhaotainn air-loidhne agus an clò.	Ògmhios 2010	Aonad Conaltraidh

Public Meetings:

Current practice		Target date	Lead Business Area
	<i>The Scottish Government does not make any provision for holding public meetings in Gaelic or making Gaelic provision at present.</i>		
Key areas of development	We will formalise procedures where provision will be made for the use of Gaelic in public meetings where reasonable demand has been demonstrated or where the subject matter is of particular interest to Gaelic speakers.	June 2010	All Business Areas
	The Scottish Government will establish a contract for Gaelic interpretation in any public meetings where this would be preferred. Especially in areas where there is a high concentration of users of the language.	December 2010	Scottish Procurement Directorate

Complaints Procedure:

Current practice		Target date	Lead Business Area
	<i>The Scottish Government does not make any provision for including Gaelic in its complaints procedures at present.</i>		
Key areas of development	A Gaelic translation of our complaints leaflet will be made available online and in print.	June 2010	Correspondence Unit

Earrann 3 – Foillseachaidhean

Faodaidh cleachdadh na Gàidhlig ann an sreath de stuth clò-bhuailte cuideachadh a' leasachadh na Gàidhlig ann an diofar dhòighean. Tha e a' cuideachadh a' meudachadh faicsinneachd a' chànan, tha e a' cur ri inbhe na Gàidhlig le bhith ga chleachdadh ann am foillseachaidhean iomraiteach, agus faodaidh e cuideachadh a' deasachadh agus a' daingneachadh briathrachas. Tha cleachdadh na Gàidhlig sna meadhanan a' cuideachadh gu sealltainn gu bheil ùghdarras poblach airson cothrom a thoirt air fiosrachadh cudromach tron Ghàidhlig, agus a' cur ri faicsinneachd agus inbhe a' chànan. Mar a gheibh barrachd dhaoine fiosrachadh mu ùghdarrasan poblach tron làraich-lìn aca, faodaidh ullachadh airson cleachdadh na Gàidhlig cur gu mòr ri inbhe agus faicsinneachd a' chànan.

Tha Riaghaltas na h-Alba airson cleachdadh na Gàidhlig a mheudachadh anns na ceàrnaidhean far a bheil ùidh nas motha aig a' mhòr-shluagh anns a' chuspair no far am buin e gu sònraichte do chùisean Gàidhlig.

Dàimh phoblach agus na meadhanan:

An dòigh-obrach làthaireach	Tha Riaghaltas na h-Alba ag ullachadh mu 3000 fios naidheachd gach bliadhna. Tha cuid dhiubh air an dèanamh sa Ghàidhlig mar-thà ach aig an àm seo chan eil poileasaidh aontaichte ann airson seo.	Ceann-là sùilichte	Prìomh Raon Gnìomhachais
Prìomh raointean leasachaidh	Cuiridh sinn ri chèile stiùireadh do luchd-obrach air na suidheachaidhean anns a bheil e iomchaidh fios naidheachd ullachadh sa Ghàidhlig no san dà chànan.	Ògmhios 2010	Margaideachd agus na Meadhanan Ùra
	Meudaichidh sinn cleachdadh na Gàidhlig ann an iomairtean sanasachd agus margaideachd Riaghaltas na h-Alba.	Ògmhios 2010	Margaideachd agus na Meadhanan Ùra
	Cuiridh sinn ri chèile stiùireadh airson fiosan naidheachd a chur a-mach, san dà chànan far am bi e air a shùileachadh gun gabh na slatan-tomhais a-steach; nuair a tha cuspair fìor chudromach do na daoine a tha a' fuireach sna sgìrean sa bheil a' Ghàidhlig nas cumanta, no nuair a tha e a' dèiligeadh ri nì a bhuineas do chànan, cultar no foghlam na Gàidhlig.	Ògmhios 2010	Buidheann-stiùiridh Conaltraidh
	Cuiridh sin air dòigh raon ann an làrach-lìn Riaghaltas na h-Alba far am bi fiosan naidheachd Gàidhlig air an cumail còmhla.	Ògmhios 2010	Buidheann-stiùiridh Conaltraidh

Section 3 – Publications

The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high-profile publications, and it can help develop new, and enhance existing, terminology. The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language. As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.

The Scottish Government is committed to increasing the use of Gaelic in these areas where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

Public Relations and Media:

Current practice	Target date	Lead Business Area
The Scottish Government produces around 3000 press releases each year. Some of these are already produced in Gaelic but at present there is no agreed policy for this.		
Key areas of development		
We will develop guidance for staff on the circumstances in which it is appropriate to produce a Gaelic or bilingual press release.	June 2010	Marketing and New Media
We will increase the use of Gaelic in Scottish Government advertising and marketing campaigns.	June 2010	Marketing and New Media
We will develop guidelines for the issuing of bilingual news releases, where it is expected that the criteria will include; when a topic is of particular interest to those living with the geographical areas where Gaelic is more prevalent, or deals with matter relating to the Gaelic language, culture or education.	June 2010	Communications Directorate
We will establish an area in the Scottish Government's website where Gaelic news releases will be held together.	June 2010	Communications Directorate

Stuth Clò-bhuailte:

An dòigh-obrach làthaireach		Ceann-là sùilichte	Priomh Raon Gnìomhachais
	<i>Tha Riaghaltas na h-Alba a' foillseachadh diofar stuthan ann an Gàidhlig, mar an 'Co-chomhairleachadh air Bile a' Chultair (Alba)'. Meudaichidh Riaghaltas na h-Alba an àireamh de sgrìobhainnean a tha e a' deasachadh sa Ghàidhlig no san dà chànan no le geàrr-chunntas Gàidhlig.</i>		
Priomh raointean leasachaidh	Meudaichidh sinn an àireamh de gheàrr-sgrìobhainnean a tha air an deasachadh sa Ghàidhlig.	Dùbhlachd 2010	A h-uile Raon Obrach
	Bidh 'Consultation Good Practice Guidance' Riaghaltas na h-Alba air atharrachadh gus tionndaidhean de sgrìobhainnean co-chomhairleachaidh san dà chànan no le Beurla agus Gàidhlig air leth a bhrosnachadh.	Ògmhios 2010	Buidheann-stiùiridh Conaltraidh/Aonad Gàidhlig
	Far am feumar Gàidhlig a chur ann am foillseachaidhean, cleachdaidh sinn modh dà-chànanach. Ach, 's dòcha gum bi suidheachaidhean ann, mar crìochan ama, far am bi e riatanach, no feumail, tionndadh Gàidhlig air leth a dheasachadh.	Dùbhlachd 2010	A h-uile Raon Obrach
	Cuiridh sinn ri chèile stiùireadh airson foillseachaidhean Gàidhlig, far am bi e air a shùileachadh gun gabh na slatan-tomhais a-steach; nuair a tha cuspair fìor chudromach do na daoine a tha a' fuireach sna sgìrean sa bheil a' Ghàidhlig nas cumanta; a' dèiligeadh ri nì a bhuineas do chànan, cultar no foghlam na Gàidhlig; co-cheangailte ri nì a tha cudromach gu nàiseanta ga chur chun a h-uile dachaigh tro leabhraichean no bileagan; ga eadar-theangachadh gu cànanan coimhearsnachd eile.	Ògmhios 2010	Buidheann-stiùiridh Conaltraidh/Aonad Gàidhlig

Printed Material:

Current practice		Target date	Lead Business Area
	<i>The Scottish Government already publishes a variety of materials in Gaelic, such as the 'Consultation on the Culture (Scotland) Bill'. The Scottish Government will increase the number of documents it produces in Gaelic or bilingually or with a Gaelic summary.</i>		
Key areas of development	We will increase the number of summary documents which are produced in Gaelic.	December 2010	All Business Areas
	The Scottish Government 'Consultation Good Practice Guidance' will be amended to encourage bilingually or separate English and Gaelic versions of consultation documents.	June 2010	Communications Directorate/Gaelic Unit
	Where Gaelic is to be issued in publications, we will adopt a bilingual approach. However, there may be circumstances, such as time constraints, where it will be necessary, or desirable, to produce a Gaelic language version separately.	December 2010	All Business Areas
	We will develop guidelines for Gaelic publications, where it is expected that the criteria will include; when a topic is of particular interest to those living with the geographical areas where Gaelic is more prevalent; deals with matter relating to the Gaelic language, culture or education; relates to a matter of national importance being distributed to all households via pamphlets or leaflets; is being translated into other community languages.	June 2010	Communications Directorate/Gaelic Unit

Làraich-lìn:

An dòigh-obrach làthaireach		Ceann-là sùilichte	Prìomh Raon Obrach
	<i>Tha cuid de na duilleagan air làrach-lìn Riaghaltas na h-Alba www.scotland.gov.uk mar-thà sa Ghàidhlig. Gheibhear na duilleagan sin cuideachd bho www.alba.gov.uk.</i>		
Prìomh raointean leasachaidh	Cuiridh sinn stuth ri làrach-lìn Riaghaltas na h-Alba co-cheangailte ri ar Plana Gàidhlig agus meudaichidh sinn an stuth Gàidhlig air làrach-lìn SG.	Sultain 2009	Buidheann-stiùiridh Conaltraidh/Aonad Gàidhlig
	Bidh an earrann Ghàidhlig air làrach-lìn Riaghaltas na h-Alba air a leudachadh agus bheir e cothrom air earrannan far am bi fiosan naidheachd agus foillseachaidhean Gàidhlig air an cumail.	Sultain 2009	Buidheann-stiùiridh Conaltraidh/Aonad Gàidhlig
	Nì sinn soilleir air làrach-lìn Riaghaltas na h-Alba, dè na foillseachaidhean a tha rim faotainn sa Ghàidhlig.	Sultain 2009	Buidheann-stiùiridh Conaltraidh/Aonad Gàidhlig
	Meudaichidh sinn an àireamh de dh'eadar-theangachaidhean Gàidhlig de sgrìobhainnean a gheibhear air-loidhne.	Ògmhios 2010	A h-uile Raon Obrach
	Bidh a h-uile foillseachadh co-cheangailte ri Plana Gàidhlig Riaghaltas na h-Alba dà-chànanach.	Air ball às dèidh co-chomhairle	Aonad Gàidhlig

Websites:

Current practice		Target date	Lead Business Area
	<i>The Scottish Government's website www.scotland.gov.uk already has selected pages provided in Gaelic. These pages are also accessible from www.alba.gov.uk.</i>		
Key areas of development	We will add content to the Scottish Government website regarding our Gaelic Language Plan and increase the Gaelic content on the SG website.	September 2009	Communications Directorate/Gaelic Unit
	The Gaelic section in the Scottish Government's website will be expanded and will contain access to sections where Gaelic news releases and publications will be held.	September 2009	Communications Directorate/Gaelic Unit
	We will make clear on the Scottish Government website, which publications are available in Gaelic.	September 2009	Communications Directorate/Gaelic Unit
	We will increase the number of Gaelic translations of documents available on-line.	June 2010	All Business Areas
	All publications relating to the Scottish Government Gaelic Language Plan will be bilingual.	Immediate upon consultation	Gaelic Unit

Taisbeanaidhean:

An dòigh-obrach làthaireach	Ceann-là sùilichte	Prìomh Raon Obrach
Chan eil solarachadh sam bith aig Riaghaltas na h-Alba airson Gàidhlig a ghabhail a-steach ann an taisbeanaidhean aig an àm seo.		
Prìomh raointean leasachaidh	Dùbhlachd 2009	A h-uile Raon Obrach
Airson taisbeanaidhean, beachdaichidh oifigearan a bheil an susbaint agus/no an luchd-amais a' comharrachadh gum bu chòir fiosrachadh sam bith a bhith sa Ghàidhlig còmhla ris a' Bheurla. Gu sònraichte, am biodh taisbeanadh dà-chànanach, no Gàidhlig, iomchaidh far a bheil an taisbeanadh: <ul style="list-style-type: none"> – mu fhoillseachadh aithisg no sgrìobhainnean eile a thathar a' foillseachadh san dà chànan no le tionndadh Gàidhlig air leth – a' dèiligeadh ri cuspair aig a bheil ùidh shònraichte aig na daoine a tha a' fuireach taobh a-staigh sgìre no ceàrnaidhean far a bheil a' Ghàidhlig nas cumanta – a' buntainn gu sònraichte ri cànan, cultar no foghlam na Gàidhlig – mu nì a tha cudromach gu nàiseanta le Riaghaltas na h-Alba is airidh air fios naidheachd dà-chànanach – a' toirt cothrom air fiosrachadh ann an cànanan coimhearsnachd eile. 		
Bidh cothrom aig luchd-obrach Riaghaltas na h-Alba a tha ag ullachadh taisbeanaidhean air seirbheisean eadar-theangachaidh Gàidhlig airson fo-thiotalan dà-chànanach a dh'fheumar.	Gun dàil	A h-uile Raon Obrach tron Aonad Ghàidhlig

Exhibitions:

Current practice	Target date	Lead Business Area
<i>The Scottish Government does not make any provision for including Gaelic in exhibitions at present.</i>		
Key areas of development	December 2009	All Business Areas
For exhibitions, officials will consider whether the content and/or target audience indicate that it should contain any information in Gaelic in addition to English. In particular, whether a bilingual, or Gaelic, exhibition would be appropriate where the exhibition: <ul style="list-style-type: none"> – refers to the publication of a report or other documentation which is being published bilingually or with a separate Gaelic version – deals with a topic which is of particular interest to those living within an area or areas where Gaelic is more prevalent – relates specifically to Gaelic language, culture or education – refers to a matter of national importance by the Scottish Government otherwise merit a bilingual press release – is making available information in other community languages. 		
Scottish Government staff preparing exhibitions will have access to Gaelic translation services for bi-lingual captions required.	Immediate	All Business Areas through Gaelic Unit

Earrann 4 – Luchd-obrach

Gus seirbheisean a libhrigeadh tron Ghàidhlig, feumaidh ùghdarrasan poblach na sgilean obrach agus cànan a dh'fheumas an luchd-obrach a leasachadh. Cuiridh cothroman ionnsachadh cànan airson luchd-obrach ri adhartachadh ionnsachadh Gàidhlig mar inbheach, agus ri adhartachadh Gàidhlig mar sgil fheumail anns an àite-obrach. Cuiridh comharrachadh obraichean anns a bheil Gàidhlig na sgil ainmichte gu mòr ri inbhe a' chànan, agus ri comharrachadh gur e sgil fheumail a tha innte.

Tha cleachdadh na Gàidhlig ann an sanasachd a' cuideachadh gu tuigsinn gum bu chòir Gàidhlig a chleachdadh sa bheatha phoblaich agus gu bheil àite cudromach aig luchd-labhairt Gàidhlig taobh a-staigh an ùghdarrais phoblaich. Chan eil diofar dè an ìre sgilean Gàidhlig a dh'fheumar, tha e cudromach gun dèan ùghdarrasan cinnteach gu bheil Gàidhlig na fhìor riatanas obrach agus gu bheil slatan-tomhais cothromach air an cleachdadh agus air an cur an gnìomh gus dèanamh cinnteach gum bi gach dreuchd air a lìonadh air stèidh chothromach agus co-chòrdail, agus a rèir sgilean ainmichte na dreuchd.

Tha Riaghaltas na h-Alba a' tuigsinn cho cudromach 's a tha àite a thoirt don Ghàidhlig mar sgil obrach cudromach agus suidheachaidhean a chomharrachadh anns a bheil cleachdadh na Gàidhlig riatanach no feumail. Tha Riaghaltas na h-Alba cuideachd a' tuigsinn cho cudromach 's a tha e a bhith a' toirt cothrom do luchd-obrach an sgilean Gàidhlig a leasachadh ma tha iad ag iarraidh.

Trèanadh

An dòigh-obrach làthaireach	Ceann-là sùilichte	Priomh Raon Obrach
Chan eil solarachadh sam bith aig Riaghaltas na h-Alba airson trèanadh a thoirt air cùisean Gàidhlig do luchd-obrach aig an àm seo.		
Priomh raointean leasachaidh		
Ullaichidh sinn prògram trèanadh ann am mothachadh air Gàidhlig do luchd-obrach aghaidh an taighe.	Nuair a bhios suirbhidh sgrùdadh air sgilean crìochnaichte	Goireasan agus Seirbheisean Oighreachd
Ullaichidh sinn seiseanan àrdachadh mothachaidh air Gàidhlig do luchd-obrach, agus bidh stuth ri fhaotainn air-loidhne.	Dùbhlachd 2009	Seirbheisean Ionnsachaidh Corporra an co-bhoinn ris an Aonad Gàidhlig
Cuiridh sinn ri chèile notaichean stiùiridh don h-uile neach-obrach air ar Plana Gàidhlig agus poileasaidhean/modhan ùra mar a bhios iad air an deasachadh, a bhios air am foillseachadh air earrann Ghàidhlig de eadra-lion Riaghaltas na h-Alba.	Nuair a bhios am modh GLP crìochnaichte	Aonad Gàidhlig

Section 4 – Staffing

In order to deliver services through the medium of Gaelic, it is necessary to develop the requisite job skills and language skills of their staff. The provision of language learning for staff helps promote adult Gaelic learning, and in promoting Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is an identified skill will contribute greatly to the status of the language, and in identifying it as a positive skill to acquire.

The use of Gaelic in advertising also helps recognise that Gaelic should be used in public life and that Gaelic speakers have an important role to play within a public authority. Whatever the level of Gaelic skills required, it is important that authorities ensure that Gaelic is a genuine occupational requirement and adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis, and reflect the identified skills needs of the post.

The Scottish Government recognises the importance of recognising Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. The Scottish Government also recognises the importance of enabling staff to develop their Gaelic skills where they wish to do so.

Training

Current practice	Target date	Lead Business Area
The Scottish Government does not make any provision for offering training on Gaelic issues for staff at present.		
Key areas of development		
We will provide a programme of Gaelic awareness training for front of house staff.	Upon completion of audit of skills survey	Facilities and Estates Services
We will provide Gaelic awareness raising sessions for staff, and make material available on-line.	December 2009	Corporate Learning Services with Gaelic Unit
We will develop guidance notes for all staff on our Gaelic Language Plan and new policies/procedures as they are developed, which will be published on a Gaelic section of the Scottish Government intranet.	Upon completion of the GLP process	Gaelic Unit

Cànan Ionnsachadh

An dòigh-obrach làthaireach	Tha beagan ionnsachadh Gàidhlig air a bhith ann an Riaghaltas na h-Alba. B' e a' chuid as motha den seo taic do ionnsachadh pearsanta, gabhail a-steach Gàidhlig ann an làithean ionnsachadh san àite-obrach agus beagan solarachaidh do luchd-ionnsachaidh.	Ceann-là sùilichte	Prìomh Raon Obrach
Prìomh raointean leasachaidh	Bidh clasaichean Gàidhlig air an tabhann do luchd-obrach ann an Riaghaltas na h-Alba tron ullachadh againn airson ionnsachadh fad-beatha.	Dùbhlachd 2009	Seirbheisean Ionnsachaidh Corporra
	Nì Riaghaltas na h-Alba suirbhidh air sgilean cànanach Gàidhlig gus faighinn a-mach cò mhead den luchd-obrach againn aig a bheil comas sa Ghàidhlig agus dè an ìre a tha aca.	Nuair a bhios am modh GLP crìochnaichte	Aonad Gàidhlig
	Àrdaichidh sinn ìomhaigh na Gàidhlig mar phàirt de ar làithean ionnsachadh san Àite-obrach.	Gun dàil	Seirbheisean Ionnsachaidh Corporra
	Brosnaichidh sinn cothroman do luchd-obrach air Gàidhlig a chleachdadh ann an cùisean taobh a-staigh na buidhne.	Nuair a bhios suirbhidh sgrùdadh air sgilean crìochnaichte	Seirbheisean Ionnsachaidh Corporra
	Bheir sinn cothrom do luchd-obrach a bhruidhinneas Gàidhlig an comasan a leasachadh, a' gabhail a-steach litearrachd.	Dùbhlachd 2009	Seirbheisean Ionnsachaidh Corporra
	Foillsichidh sinn gu bheil goireasan Gàidhlig rim faotainn nar n-ionad Ghoireasan Ionnsachaidh.	Gun dàil	Seirbheisean Ionnsachaidh Corporra

Language Learning

Current practice	There has been some Gaelic learning in the Scottish Government. This has largely consisted of supporting personal study, the inclusion of Gaelic in learning at work days and some provision for learners.	Target date	Lead Business Area
Key areas of development	Gaelic classes will be offered to staff in the Scottish Government through our lifelong learning arrangements.	December 2009	Corporate Learning Services
	The Scottish Government will undertake a Gaelic linguistic skills survey to find out how many of our staff have Gaelic language ability and to what standard.	Upon completion of the GLP process	Gaelic Unit
	We will raise the profile of Gaelic as part of our Learning at Work days.	Immediate	Corporate Learning Services
	We will promote opportunities for staff to use Gaelic in internal matters.	Upon completion of audit of skills survey	Corporate Learning Services
	We will enable staff who already speak Gaelic to develop their competencies, including literacy.	December 2009	Corporate Learning Services
	We will publicise the availability of Gaelic resources in our Learning Resource centre.	Immediate	Corporate Learning Services

Fastadh

An dòigh-obrach làthaireach	Ceann-là sùilichte	Prìomh Raon Obrach
<i>Tha gach dreuchd ann an Riaghaltas na h-Alba air an lionadh ann an co-rèir ri riaghailtean na Seirbheis Chatharra mu cho-fharpais cothromach agus fosgailte. Tha seo a' ciallachadh gu bheil an neach as fheàrr air a thaghadh airson na dreuchd. Ma tha comas labhairt no sgrìobhadh Gàidhlig na fhìor riatanas obrach bidh làn aire air a thoirt do chomas cànan an tagraiche.</i>		
Prìomh raointean leasachaidh		
Bidh Riaghaltas na h-Alba a' fastadh oifigear, no oifigearan, Gàidhlig a thig a-steach don Aonad Gàidhlig agus air am bi uallach airson adhartachadh, sgrùdadh agus gnìomhachadh a' Phlana Ghàidhlig.	Nuair a bhios am modh GLP crìochnaichte	Aonad Gàidhlig
Bidh trèanadh agus taic cànan ri fhaotainn leis an Aonad Ghàidhlig gus am faigh iad air an dleastanas a choileanadh gu h-èifeachdach.	Gun dàil	Seirbheisean Ionnsachadh Corporra
Ullaichidh sinn stiùireadh air sònrachadh dreuchdan Gàidhlig.	Dùbhlachd 2010	Aonad Gàidhlig an co-bhoinn ri Goireasachadh
Far am feumar ìre shònraichte de sgilean Gàidhlig airson dreuchd sam bith, bidh seo air a chomharrachadh nuair a thathar a' fastadh air a son.	Dùbhlachd 2009	Goireasachadh

Sanasachd

An dòigh-obrach làthaireach	Ceann-là sùilichte	Prìomh Raon Obrach
<i>Chan eil solarachadh sam bith aig Riaghaltas na h-Alba airson sanasachd Gàidhlig no dà-chànanach do luchd-obrach aig an àm seo.</i>		
Prìomh raointean leasachaidh		
Far a bheil ìre shònraichte de sgilean Gàidhlig na phàirt den tuairisgeul-obrach, bidh sanasan airson nan dreuchdan sin san dà chànan.	Dùbhlachd 2009	Goireasachadh

Recruitment

Current practice	Target date	Lead Business Area
<i>All recruitment to the Scottish Government is carried out in accordance with the Civil Service rules on fair and open competition. This means that the best person is chosen for the vacancy. If the ability to speak or write Gaelic is a genuine occupational requirement then the candidate's linguistic ability will be properly taken into account.</i>		
Key areas of development		
The Scottish Government will recruit a Gaelic officer, or officers, who will join the Gaelic Unit and have responsibility for promoting, monitoring and implementation of the Gaelic Language Plan.	Upon completion of the GLP process	Gaelic Unit
Language training and support will be available to the Gaelic Unit to enable them to carry out their duties effectively.	With immediate effect	Corporate Learning Services
We will prepare guidelines on the designation of Gaelic posts.	December 2010	Gaelic Unit with Resourcing
Where a certain level of Gaelic skills is necessary for any post, this will be specified when recruiting to it.	December 2009	Resourcing

Advertising

Current practice	Target date	Lead Business Area
<i>The Scottish Government does not make any provision for Gaelic or bilingual advertising for staff at present.</i>		
Key areas of development		
Where a certain level of Gaelic skills is part of the job description, we will advertise such posts bilingually.	December 2009	Resourcing

CAIBIDIL III – DLEASTANASAN A THAOBH PLANA NÀISEANTA NA GÀIDHLIG

Sealladh farsaing air a' Phlana Nàiseanta

'S e aon de na prìomh nithean ann an Achd na Gàidhlig (Alba) 2005 an dleastanas a tha air a chur air Bòrd na Gàidhlig a bhith ag ullachadh Plana Nàiseanta na Gàidhlig. B' e an adhbhar airson Plana Nàiseanta a dheasachadh a bhith a' dèanamh cinnteach gum biodh sealladh coileanta agus aithnichte air dè dh'fheumar a dhèanamh gus dèanamh cinnteach gum bi a' Ghàidhlig seasmhach san àm ri teachd, agus cò na buidhnean a bu chòir sin a chur an gnìomh. 'S e amas deireannach a' Phlana Nàiseanta seasmhachd agus fàs a thoirt air an àireamh de luchd-labhairt na Gàidhlig an Alba.

Tha Plana Nàiseanta a' Bhùird a' comharrachadh ceithir roinnean eadar-cheangailte de leasachadh cànan air am feumar aghaidh a chur, le grunn rointean prìomhachais annta:

Togail cànan

Meudachadh anns an àireamh de luchd-labhairt Gàidhlig le bhith a' dèanamh cinnteach gum bi an cànan ga thoirt seachad agus le bhith a' faighinn cothroman èifeachdach airson Gàidhlig ionnsachadh, tro:

- >> meudachadh air cleachdadh agus tar-chur na Gàidhlig san dachaigh
- >> meudachadh air an àireamh chloinne a' togail na Gàidhlig san dachaigh
- >> meudachadh air na tha ri fhaotainn de fhoghlam tron Ghàidhlig agus na tha a' tòiseachadh ann

- >> meudachadh air an àireamh de luchd-ionnsachaidh Gàidhlig inbheach a' dol air adhart gu fileantachd.

Cleachdadh cànan

Brosnachadh barrachd cleachdadh na Gàidhlig, toirt cothrom air a' chànan a chleachdadh, agus adhartachadh cothrom air modhan labhairt Gàidhlig, tro:

- >> meudachadh air cleachdadh na Gàidhlig ann an coimhearsnachdan
- >> meudachadh air cleachdadh na Gàidhlig ann am foghlam treas-ìre agus ann an àiteachan-obrach
- >> meudachadh air follaiseachd na Gàidhlig anns na meadhanan
- >> meudachadh air adhartachadh na Gàidhlig anns na h-ealain
- >> meudachadh air ìomhaigh na Gàidhlig anns na roinnean turasachd, dualchais agus cur-seachad.

Inbhe cànan

Meudachadh air na tha de Ghàidhlig air fhaicinn agus air a chluinntinn, gus aithne air a leudachadh agus gus ìomhaigh fhiughaireach a chruthachadh dhi ann am beatha phoblach na h-Alba, tro:

- >> meudachadh air an àireamh de bhuidhnean ag ullachadh Planaichean Gàidhlig reachdail
- >> meudachadh air ìomhaigh agus cliù na Gàidhlig
- >> meudachadh air follaiseachd agus aithne air Gàidhlig.

CHAPTER III – COMMITMENTS TO THE NATIONAL PLAN FOR GAELIC

Overview of the National Plan

One of the key features of the Gaelic Language (Scotland) Act 2005 is the duty placed on Bòrd na Gàidhlig to prepare a National Plan for Gaelic. The purpose of developing a National Plan was to ensure that there would be a comprehensive and widely understood overview of what actions are needed to ensure a sustainable future for Gaelic, and which bodies should take those actions. The ultimate goal of the National Plan is to stabilise and then grow the number of Gaelic speakers in Scotland.

The Bòrd's National Plan identifies four interlinking aspects of language development which need to be addressed, and within them sets out a number of priority action areas:

Language Acquisition

Increasing the number of Gaelic speakers by ensuring the language is passed on and by securing effective opportunities for learning Gaelic, through:

- >> increasing the use and transmission of Gaelic in the home
- >> increasing the number of children acquiring Gaelic in the home
- >> increasing the uptake and availability of Gaelic-medium education
- >> increasing the number of adult Gaelic learners progressing to fluency

Language Usage

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression, through:

- >> increasing the use of Gaelic in communities
- >> increasing the use of Gaelic in tertiary education and places of work
- >> increasing the presence of Gaelic in the media
- >> increasing the promotion of Gaelic in the arts
- >> increasing the profile of Gaelic in the tourism, heritage and recreation sectors.

Language Status

Increasing the visibility and audibility of Gaelic, enhancing its recognition and creating a positive image for it in Scottish public life, through:

- >> increasing the number of bodies preparing statutory Gaelic Language Plans
- >> increasing the profile and prestige of Gaelic
- >> increasing the visibility and recognition of Gaelic.

Corpas cànan

Neartachadh iomchaidheachd agus cunbhalachd na Gàidhlig agus adhartachadh rannsachadh air a' chànan, tro:

- >> meudachadh air an aire a tha air a thoirt do dh'iomchaidheachd agus cunbhalachd na Gàidhlig
- >> meudachadh air an aire a tha air a thoirt do chàileachd eadar-theangachaidhean Gàidhlig agus na tha ri fhaotainn dheth
- >> meudachadh air na tha ri fhaotainn de fiosrachadh neo-mhearachdach bho rannsachadh.

The Riaghaltas na h-Alba airson gum bi pàirt aige ann an dèanamh cinnteach gum bi am Plana Nàiseanta air a ghnìomhachadh, agus anns an earrann seo tha sinn a' mìneachadh ciamar a nì sinn seo.

Sealladh farsaing air amasan Riaghaltas na h-Alba airson na Gàidhlig

Tha a' Ghàidhlig na pàirt riatanach de dhualchas, dearbh-aithne nàiseanta agus beatha chultarail làthaireach na h-Alba. Tha Riaghaltas na h-Alba airson dèanamh cinnteach gum bi seasmhachd aig a' Ghàidhlig cuideachd an Alba san àm ri teachd. Tha Riaghaltas na h-Alba air obrachadh agus air cur an seilbh sa Ghàidhlig agus air na structairean agus iomairtean a dh'fheumar a chur an sàs agus tha e airson dèanamh cinnteach gum bi seasmhachd aig a' Ghàidhlig an Alba san àm ri teachd.

Tha na ceuman sin air an dealbh gus inbhe agus cliù na Gàidhlig àrdachadh, gus dèanamh cinnteach gu bheil luach air a chur air togail na Gàidhlig agus gus cothroman a chruthachadh airson a cleachdadh ann an iomadh seòrsa suidheachadh. Tha prògram Riaghaltas na h-Alba airson Gàidhlig a' gabhail a-steach trì prìomh dhleastanasan agus tha ceuman prataigeach annta uile a bhios sinn a' gabhail gus dèanamh cinnteach gum bi adhartas air a dhèanamh le na dleastanasan sin.

>> **Bidh sinn a' cur ri inbhe na Gàidhlig**

Tha seo a' gabhail a-steach dèanamh cinnteach gum bi ìomhaigh nas motha air a thoirt don Ghàidhlig taobh a-staigh beatha phoblaich na h-Alba agus gum bi meudachadh ann an solarachadh sheirbheisean do luchd-labhairt Gàidhlig.

>> **Bidh sinn a' brosnachadh togail agus ionnsachadh na Gàidhlig**

Gabhaidh seo a-steach adhartachadh agus leudachadh air solarachadh foghlaim Gàidhlig aig a h-uile ìre, a' toirt taic do dh'ùghdarrasan ionadail, ag obair còmhla ri Bòrd na Gàidhlig.

>> **Bidh sinn a' brosnachadh barrachd cleachdadh na Gàidhlig**

Bidh seo air a choileanadh le bhith a' toirt taic agus comhairle do Bhòrd na Gàidhlig ann an libhrigeadh prìomh phròiseactan anns a' Phlana Nàiseanta agus le stèidheachadh seirbheis dhidseatach Ghàidhlig.

Language Corpus

Strengthening the relevance and consistency of Gaelic and promoting research into the language, through:

- >> increasing the attention given to the relevance and consistency of the Gaelic language
- >> increasing the attention given to the quality and accessibility of Gaelic translations
- >> increasing the availability of accurate research information.

The Scottish Government is committed to playing its part to ensure that the National Plan is implemented, and in this section we set out how we will do so.

An overview of the Scottish Government's ambitions for Gaelic

Gaelic is an integral part of Scotland's heritage, national identity and current cultural life. The Scottish Government is committed to ensuring that Gaelic also has a sustainable future in Scotland. The Scottish Government has taken action and has invested in Gaelic and has put in place the necessary structures and initiatives and is committed to ensuring Gaelic has a sustainable future in Scotland.

These measures are designed to raise the status and prestige of Gaelic, to ensure that the acquisition of Gaelic is prized and to create opportunities for its use in a wide range of contexts. The Scottish Government's programme for Gaelic includes three main priority commitments and each of these have practical steps that we will take to ensure progress is made with these commitments.

>> **We will enhance the status of Gaelic**

This involves ensuring that Gaelic is given an increased profile within Scottish public life and that there is an increase in the provision of services for Gaelic speakers.

>> **We will promote the acquisition and learning of Gaelic**

This will include promoting and expanding the provision of Gaelic education at all levels, supporting local authorities, working with Bòrd na Gàidhlig.

>> **We will encourage the increased use of Gaelic**

This will be achieved by supporting and advising Bòrd na Gàidhlig in the delivery of key projects in the National Plan and with the establishment of the Gaelic digital service.

Na dòighean anns a bheil Riaghaltas na h-Alba a' toirt taic do leasachadh na Gàidhlig aig an àm seo

The Riaghaltas na h-Alba mar-thà ag adhartachadh agus a' toirt taic do leasachadh na Gàidhlig ann an iomadh dòigh. Tha e a' dèanamh seo tro mhaoineachadh dìreach do bhuidhnean mar Bòrd na Gàidhlig, tro obair Bhuidhnean-gnìomha agus NDPBan a bhios a' coileanadh gnìomhan às leth Riaghaltas na h-Alba, agus obair bhuidhnean taobh a-staigh na h-àrainneachd reachdail agus poileasaidh a stèidhich Riaghaltas na h-Alba agus Pàrlamaid na h-Alba. Tha geàrr-chunntas air a thoirt gu h-ìosal air na h-eileamaidean as cudromaiche den structair taice seo.

Aig an àm seo tha còig deug Buidheann-gnìomha SG ann. Gabhaidh cumhachan a' Phlana Gàidhlig seo cuideachd a-steach obair nam Buidheann-gnìomha sin. Ann an cuid de chùisean tha dleastanas agus dreuchdan sònraichte aig Buidhnean-gnìomha, agus 's dòcha gun co-dhùn iad, còmhla ri Bòrd na Gàidhlig, Plana Gàidhlig a dheasachadh dhaibh fèin. Ach, anns na suidhichidhean sin bhiodh sinn a' sùileachadh gun cum iad ri prionnsabalan agus raon Plana SG. 'S e seo a tha Eachdraidh na h-Alba agus HMIE a' dèanamh agus le na gnìomhan sònraichte a tha aca, tha e na bhuannachd do na buidhnean-gnìomha sin.

Gnìomhachadh Achd na Gàidhlig (Alba) 2005 – Bha Achd 2005 air a tòiseachadh sa Ghearran 2006, a' cruthachadh frèam airson leasachadh Planaichean Gàidhlig le buidhnean poblach, agus a' stèidheachadh buidheann ùr, Bòrd na Gàidhlig, gus Gàidhlig adhartachadh agus a leasachadh. Mar sponsair Achd 2005, tha dlùth chom-pàirt

aig Riaghaltas na h-Alba ann an gnìomhachadh na h-Achd.

Gnìomhachadh Cairt Eòrpach nam Mion-chànanan – tha an Cùmhnant air a dhealbh gus mion-chànanan na h-Eòrpa a dhìon agus adhartachadh agus chaidh a dhaingneachadh san Rìoghachd Aonaichte a thaobh Gàidhlig agus Scots, Còrnais, Cuimris, Gàidhlig Mhanainneach, Ulaidh-Scots agus Gaeilge na h-Èireann. Tha uallach air Riaghaltas na h-Alba airson gnìomhachadh nam pàirtean den chùmhnant a bhuineas do raointean tiomnaichte, mar solarachadh foghlaim agus leasachadh cultarail. Tha Riaghaltas na h-Alba ag obair còmhla ri diofar bhuidhnean poblach, prìobhaideach agus saor-thoileach gus dèanamh cinnteach gum bi an Cùmhnant air a gnìomhachadh air feadh Alba.

Bòrd na Gàidhlig – Bha Bòrd na Gàidhlig air a stèidheachadh fo Achd 2005 le raon-ùghdarras reachdail a bhith ag adhartachadh agus a' cuideachadh le adhartachadh air leasachadh na Gàidhlig. 'S e Bòrd na Gàidhlig prìomh bhuidheann leasachaidh Gàidhlig Riaghaltas na h-Alba agus tha uallach air airson maoineachadh dìreach Riaghaltas na h-Alba airson leasachadh na Gàidhlig a phàigheadh. Tha buidseat a' Bhùird airson leasachadh na Gàidhlig aig £5.4m ann an 2008/09 agus tron seo tha e a' toirt taic do dhiofar bhuidhnean leasachaidh Gàidhlig mar Comunn na Gàidhlig agus Cli Gàidhlig gus obair leasachaidh a dhèanamh sa choimhearsnachd, san dachaigh agus ann am foghlam inbheach. 'S e Bòrd na Gàidhlig am prìomh bhuidheann airson gnìomhachadh Plana Nàiseanta na Gàidhlig agus nam prìomh pròiseactan anns a' Phlana a stiùireadh.

The ways in which the Scottish Government currently supports Gaelic development

The Scottish Government already promotes and supports Gaelic development in a wide range of ways. It does this through direct funding to bodies such as Bòrd na Gàidhlig, through the actions of Executive Agencies and NDPBs which carry out functions on behalf of the Scottish Government, and through the activities of bodies which operate within the statutory and policy environment established by the Scottish Government and the Scottish Parliament. Set out below is a summary of the most significant elements of this existing support structure.

There are currently fifteen Agencies of the SG. The provisions of this Gaelic Plan will also cover the operations of these Agencies. In some cases Agencies have distinctive role and functions, and may prefer to develop their own Gaelic Language Plan in discussion with Bòrd na Gàidhlig. However, in these cases we would expect the principles and scope of the SG Plan to be followed. This is the case with Historic Scotland and HMIE and given their distinctive functions, there is considerable advantage for these agencies in doing so.

Implementation of the Gaelic Language (Scotland) Act 2005 – the 2005 Act was commenced in February 2006, creating a framework for the development of Gaelic Language Plans by public bodies, and establishing a new body, Bòrd na

Gàidhlig, to promote and develop Gaelic. As sponsor of the 2005 Act, the Scottish Government takes a close interest in its implementation.

Implementation of the European Charter for Regional or Minority Languages – the Charter is designed to protect and promote Europe's lesser used languages and has been ratified in the UK in respect of Gaelic and Scots, Cornish, Welsh, Manx, Ulster-Scots and Irish-Gaelic. The Scottish Government is responsible for implementing those aspects of the charter which fall in devolved areas, such as education provision and cultural development. The Scottish Government works with a range of public, private and voluntary bodies to ensure implementation of the Charter across Scotland.

Bòrd na Gàidhlig – Bòrd na Gàidhlig was established under the 2005 Act with a statutory remit to promote and facilitate the promotion of Gaelic development. Bòrd na Gàidhlig is the Scottish Government's principal Gaelic development body and is responsible for disbursing the Scottish Government's direct Gaelic development funding. The Bòrd's budget for Gaelic development is £5.4m in 2008/09 and through this it supports a range of Gaelic development bodies such as Comunn na Gàidhlig and Cli Gàidhlig to undertake development work in the community, the home and in adult education. Bòrd na Gàidhlig is the lead body for driving implementation of the National Plan for Gaelic and the key projects within it.

Meadhanan Gàidhlig Alba – Tha MG Alba a’ maoinachadh, ag eagrachadh agus a’ barrantachadh phrògraman telebhisein Gàidhlig agus a’ faighinn £12.4m bho Riaghaltas na h-Alba gus seo a dhèanamh. Aig an àm seo tha GMS ag obair an com-pàirt leis a’ BhBC arr seirbheis telebhisein Gàidhlig dhidseatach. Bidh an t-seirbheis ùr seo a’ stèidheachadh sianal shònraichte gus barrachd uairean, agus barrachd taghaidh, de phrògraman Gàidhlig a libhrigeadh. Bidh prìomh phàirt aig an t-seirbheis cuideachd ann an tàladh luchd-labhairt Gàidhlig ùr agus toirt taic do dh’iomairtean foghlaim.

Ùghdarrasan Ionadail – tha pàirt cudromach aig ùghdarrasan ionadail ann an adhartachadh na Gàidhlig an Alba. Bidh diofar ìre agus raon seirbheis ann a rèir ìomhaigh na Gàidhlig anns na diofar sgìrean comhairle. Tha Riaghaltas na h-Alba a’ toirt seachad maoinachadh iomlan de £5.6m, gus an cuidich ùghdarrasan le cosgaisean a bharrachd foghlaim Gàidhlig agus tha Riaghaltas na h-Alba a’ toirt maoinachadh do Bhòrd na Gàidhlig a dh’fhaodas iadsan a thoirt do dh’ùghdarrasan agus do bhuidhnean eile co-cheangailte ri solarachadh sheirbheisean Gàidhlig. Tha reachdas le cumhachan Gàidhlig, a bhuineas do dh’ùghdarrasan a’ gabhail a-steach, Achd an Fhoghlaim (Alba) 1980, Achd Inbhean ann an Sgoiltean na h-Alba msaa 2001 agus Achd na Gàidhlig (Alba) 2005.

Buidhnean leasachadh cultarail – ‘s e Comhairle Ealain na h-Alba agus Sgrion na h-Alba na prìomh bhuidhnean an Alba le uallach airson toirt taic do leasachadh nan ealan agus cultair

agus na gnìomhachasan sgrion fa leth. Tha clùmhath aig gach buidheann ann an toirt taic do leasachadh na Gàidhlig, agus leanaidh seo na amas ro-innleachdail aig Alba Chruthachail nuair a bhios am buidheann ùr air a stèidheachadh gus dleastanasan agus gnìomhan Comhairle Ealain na h-Alba agus Sgrion na h-Alba a ghabhail a-null.

Buidhnean leasachadh eaconamach – ‘S iad lomairt na h-Alba agus lomairt na Gàidhealtachd ‘s nan Eilean (HIE) na prìomh bhuidhnean an Alba le uallach airson adhartachadh leasachadh eaconamach. Tha prìomh phàirt air a bhith aig HIE gu sònraichte ann an toirt taic do leasachadh na Gàidhlig anns a’ Ghàidhealtachd agus na h-Eileanan. Tha sin fìor gach cuid a thaobh cultair agus eaconamaidh, a’ toirt taic do phròiseactan mar Fàs aig Sabhal Mòr Ostaig agus diofar iomairtean leasachadh coimhearsnachd. Bidh prìomh phàirt aig HIE fhathast ann an toirt taic don fho-structair eaconamach Gàidhlig taobh a-staigh a raon obrach agus ‘s e aon den chiad bhuidhnean a dh’ullaich Plana Gàidhlig reachdail.

Buidhnean foghlaim – tha libhrigeadh foghlaim agus stuthan taice air uallach iomadh seòrsa buidhne, bho ùghdarrasan ionadail gu buidhnean mar Ùghdarras Theisteanas na h-Alba, Ionnsachadh agus Teagasg Alba, Comhairle Maoinachaidh na h-Alba, HMIE agus Stòrlann. Tha sgeama Thabhartasan Sònraichte airson Foghlaim Gàidhlig aig Riaghaltas na h-Alba gus dèanamh cinnteach gun lean leasachadh solarachadh Gàidhlig a’ leudachadh agus gum bi prìomhachas aige, aig an àm seo aig £5.6m gu h-iomlan.

Meadhanan Gàidhlig Alba – MG Alba funds, schedules and commissions Gaelic television programmes and receives £12.4m from the Scottish Government to do this. GMS is currently working in partnership with the BBC on the Gaelic digital television service. This new service has established a dedicated channel for delivering an increase in hours of, and more varied range of, Gaelic programming. The service also has a key role to play in attracting new Gaelic speakers and providing support for education initiatives.

Local Authorities – local authorities have an important role in the promotion of Gaelic in Scotland. The level and range of provision varies depending on the profile of Gaelic in the different council areas. The Scottish Government provides funding amounting to £5.6m, for authorities to assist with the additional costs of Gaelic education and the Scottish Government provides funding for Bòrd na Gàidhlig which can be allocated to authorities and others in connection with the provision of Gaelic services. Legislation with Gaelic provisions, applying to authorities include, the Education (Scotland) Act 1980, the Standards in Scotland’s Schools etc Act 2001 and the Gaelic Language (Scotland) Act 2005.

Cultural development bodies – the Scottish Arts Council and Scottish Screen are the principal bodies in Scotland responsible for supporting the development of art and culture and the screen industries respectively. Both organisations have a

strong track record in supporting Gaelic development, and this will continue to be a strategic objective of Creative Scotland when the new body is established to take over the roles and functions of the Scottish Arts Council and Scottish Screen.

Economic development bodies – Scottish Enterprise and Highlands and Islands Enterprise (HIE) are the main bodies in Scotland responsible for promoting economic development. HIE in particular has played a central role in supporting Gaelic development in the Highlands and Islands. It has done so in both cultural and economic terms, support projects such as Fàs at Sabhal Mòr Ostaig and a range of community development initiatives. HIE will continue to have a central role to play in supporting the Gaelic economic infrastructure within its area of operation and is among the first bodies to prepare a statutory Gaelic Language Plan.

Education bodies – the delivery of education provision and support materials is the responsibility of a wide range of bodies, ranging from local authorities to bodies such as the Scottish Qualifications Authority, Learning and Teaching Scotland, the Scottish Funding Council, HMIE and Stòrlann. The Scottish Government provides a scheme of Specific Grants for Gaelic Education to ensure that the development of Gaelic provision continues to expand and is prioritised, which currently totals £5.6m.

Buidhnean roinn-shònraichte eile – Bidh iomadh seòrsa buidheann-gnìomha agus NDPB eile a' coileanadh gnìomhan às leth Riaghaltas na h-Alba, agus tron obair aca faodaidh iad cur ri inbhe na Gàidhlig. Dualchas Nàdair na h-Alba, Oifis Clàraidh Choitcheann na h-Alba, Sabhal Mòr Ostaig, Oilthigh na Gàidhealtachd is nan Eilean agus buidhnean eile uile an sàs ann an adhartachadh agus toirt taic don Ghàidhlig ann an iomadh dòigh.

Mar a bheir Riaghaltas na h-Alba taic do leasachadh na Gàidhlig san àm ri teachd

Bidh Riaghaltas na h-Alba a' cumail a' toirt taic do leasachadh na Gàidhlig anns na dòighean a tha air am mìneachadh gu h-àrd. Còmhla ri sin, bheir sinn prìomhachas do na gnìomhan a leanas gus leasachadh na Gàidhlig a luathachadh agus dèanamh cinnteach gum bi sinn fhathast air ceann cruthachadh seasmhachd don Ghàidhlig san àm ri teachd. Tha na gnìomhan sin air an cur am buidhnean fo na cinn Inbhe cànan, Togail cànan agus Cleachdadh cànan ann am Plana Nàiseanta a' Bhùird gus cuideachadh a' dèanamh soilleir ciamar a tha ar n-obair a' ceangal ri gnìomhachadh a' Phlana.

Bidh sinn a' brosnachadh togail agus ionnsachadh na Gàidhlig

Tha Riaghaltas na h-Alba a' tuigsinn gum feum seasmhachd don Ghàidhlig san àm ri teachd barrachd dhaoine a bhith ag ionnsachadh a' chànan agus feumaidh an aire sin a bhith gu h-àraidh air an dachaigh, foghlam agus ionnsachadh Inbheach mar a' phrìomh dhòigh air seo a choileanadh.

Gabhaidh sinn na ceuman a leanas gus cuideachadh a' cruthachadh àrainneachd thaiceil gus an àireamh de luchd-labhairt Gàidhlig an Alba a mheudachadh.

- >> bheir sinn taic agus cuideachadh do gnìomhachadh mholaidhean bho Bhuidheann-stiùiridh Foghlam Nàiseanta na Gàidhlig a bha air a stèidheachadh le Bòrd na Gàidhlig agus a tha a' toirt còmhla gach gnothach a bhuineas don roinn foghlaim Gàidhlig, agus iarraidh sinn comhairle shònraichte bho na buidheann air grunn raointean prìomhachais
- >> cumaidh sinn a' dol an siostam thabhartasan sònraichte airson foghlaim Gàidhlig gus cuideachadh a' leasachadh na roinn foghlaim Gàidhlig agus tha sinn air a' mhaoineachadh a tha ri fhaotainn le ùghdarrasan ionadail a mheudachadh gus dèanamh cinnteach gum bi prìomhachas aig leasachadh aonadan Gàidhlig ùra agus sgoiltean sònraichte
- >> adhartaidh sinn foghlam tron Ghàidhlig mar roghainn mhath do phàrantan, ag obair còmhla ri ùghdarrasan ionadail agus Bòrd na Gàidhlig gus seo a libhrigeadh
- >> bheir sinn misneachd agus taic do leasachadh sgoiltean sònraichte tron Ghàidhlig, gus cuideachadh a' cruthachadh na h-àrainneachd as buannachdaile airson ionnsachadh Gàidhlig ann am bun-sgoiltean
- >> tha sinn air maoin calpa sgoiltean Gàidhlig a stèidheachadh gus taic a thoirt do dh'ùghdarrasan ionadail

Other sector-specific bodies – A wide range of other agencies and NDPBs carry out functions on behalf of the Scottish Government, and through their activities are likely to enhance the status of Gaelic. Scottish Natural Heritage, General Register Office for Scotland, Sabhal Mòr Ostaig, University of the Highlands and Islands and others are all involved in promoting and supporting the Gaelic language in a variety of ways.

How the Scottish Government will support Gaelic development in the future

The Scottish Government will continue to support Gaelic development in the ways described above. In addition, we will prioritise the actions set out below to accelerate Gaelic development and ensure that we continue to lead the way in creating a sustainable future for Gaelic. These actions are grouped under the Language Status, Language Acquisition and Language Usage headings of the Bòrd's National Plan to help make clear how our activities link with its implementation.

We will promote the acquisition and learning of Gaelic

The Scottish Government recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland.

- >> we will support and help implement recommendations from the National Gaelic Education Steering Group which has been established by Bòrd na Gàidhlig and which brings together all relevant interests in the Gaelic education sector, and we will seek specific advice from the group on a number of priority areas
- >> we will maintain the system of specific grants for Gaelic education to help develop the Gaelic education sector and we have increased the funding available to local authorities to ensure that the development of new Gaelic units and dedicated schools are prioritised
- >> we will promote Gaelic-medium education as a positive choice for parents, working with local authorities and Bòrd na Gàidhlig to deliver this
- >> we will encourage and support the development of dedicated Gaelic-medium schools, to help create the most productive environment for learning Gaelic in primary schools
- >> we have established a Gaelic school capital fund to support local authorities

- >> tha sinn air ar molaidhean fhoillseachadh airson ro-bheachd reachdail a thoirt a-steach an aghaidh dunadh sgoiltean dùthchail agus riaghailtean a theannachadh airson dùnadh sgoiltean sam bith. Tha iad sin a' sealltainn cho cudromach 's a dh'fhaodas sgoiltean dùthchail a bhith ann an dèanamh cinnteach gum bi a' Ghàidhlig fhathast na pàirt de na coimhearsnachdan Gàidhlig traidiseanta. Thòisich sinn air co-chomhairleachadh poblach agus tha sinn a' toirt aire do na beachdan bhon cho-chomhairle
- >> cumaidh sinn oirnn a' comharrachadh Gàidhlig mar àrd-phrìomhachas airson Comhairle Mairiannach na h-Alba agus a' toirt taic do Shabhal Mòr Ostaig mar shàr ionad airson foghlam Gàidhlig agus leasachadh cultarail
- >> cumaidh sinn a' dol am mairiannachadh airson Oifigear Trusadh Luchd-teagaisg Gàidhlig aig Bòrd na Gàidhlig gus dèanamh cinnteach gum bi aithisg Buidheann Gnìomh an Luchd-teagaisg air a làn ghnìomhachadh, agus rannsaichidh sinn dòighean ùra air dèanamh cinnteach gum bi solar luchd-teagaisg a rèir iarrtais
- >> Nì Bòrd na Gàidhlig adhartas le gnìomhachadh a' Phlana Nàiseanta ann an raointean na dachaigh, nam bliadhnachan tràth agus foghlam inbheach
- >> iarraidh sinn air NDPB an taic a thoirt do leasachadh sgilean Gàidhlig am measg an luchd-obrach
- >> iarraidh sinn air Ùghdarrasan Ionadail agus buidhnean eile suirbhidhean air sgilean Gàidhlig a chur air adhart

- >> cumaidh sinn a' toirt taic do dh'obair bhuidhnean, mar Ionnsachadh is Teagasg Alba, anns na diofar sheirbheisean agus ghòireasan a tha iad ag ullachadh do luchd-cleachdaidh na Gàidhlig.

Bidh sinn a' brosnachadh meudachadh ann an cleachdadh na Gàidhlig.

Tha Riaghaltas na h-Alba a' tuigsinn gum feum cruthachadh seasmhachd don Ghàidhlig san àm ri teachd chan e a-mhàin gum bi barrachd dhaoine comasach air a' chànan a bhruidhinn, ach gum bi barrachd dhaoine ga cleachdadh. Tha sinn a' tuigsinn cho cudromach 's a e gum bi cothrom aig barrachd dhaoine Gàidhlig a chleachdadh mar an roghainn modh conaltradh gnàthach ann am barrachd is barrachd seòrsa obair làitheil. Còmhla ris an obair air a mhìneachadh ann an Caibidil 2 air Bun-dhleastanasan, gabhaidh Riaghaltas na h-Alba na ceuman a leanas gus cuideachadh a' cur air adhart iomhaigh fhiùghaireach don Ghàidhlig:

- >> tha sinn air mairiannachadh a bharrachd a thoirt do Bhòrd na Gàidhlig gus am faigh e air prìomh pròiseactan sa Phlana Nàiseanta a libhrigeadh, le prìomhachas aig an fheadhainn a chuidicheas a' leasachadh na Gàidhlig sa choimhearsnachd
- >> bidh sinn ag adhartachadh cleachdadh na Gàidhlig sa choimhearsnachd agus a' brosnachadh ùghdarrasan ionadail agus buidhnean eile a bhith a' toirt taic do leasachaidhean san raon seo

- >> we have published our proposals for introducing a legislative presumption against closing rural schools and tightening the regulations for all school closures. These reflect the importance rural schools can play in guaranteeing that Gaelic remains a feature of communities where it has traditionally been spoken. We held a public consultation and are considering the comments from the consultation
- >> we will continue to identify Gaelic as a high priority for the Scottish Funding Council and support Sabhal Mòr Ostaig as a central of excellence for Gaelic learning and cultural development
- >> we will maintain funding for Bòrd na Gàidhlig's Gaelic Teacher Recruitment Officer to ensure that the Teachers' Action Group report is fully implemented, and we will investigate new ways of ensuring teacher supply matches demand
- >> Bòrd na Gàidhlig will make progress with the implementation of the National Plan in the areas of home, early years and adult education
- >> we will encourage NDPBs to support Gaelic language skills development amongst their staff
- >> we will encourage Local Authorities and other bodies to undertake Gaelic linguistic skills surveys
- >> we will continue to support the work of bodies, such as Learning Teaching Scotland, in the variety of services and resources they provide for Gaelic users.

We will encourage the increased use of Gaelic.

The Scottish Government recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities. Along with the activities described in Chapter 2 on Core Commitments, the Scottish Government will take the following steps to help develop a more positive image for Gaelic:

- >> we have provided additional funding to Bòrd na Gàidhlig to enable it to deliver key projects in the National Plan, with a prioritisation of those which will help develop Gaelic at the community
- >> we will promote the use of Gaelic in the community and encourage local authorities and others to support developments in this area

- >> tha sinn air taic a thoirt do stèidheachadh com-pàirteachas MG ALBA/BBC gus seirbheis Gàidhlig dhìseatach a libhrigeadh agus air am maoinneachadh riatanach a thoirt dhaibh gus dèanamh cinnteach gum bi an sianal air a stèidheachadh
- >> iarraidh sinn air Bòrd na Gàidhlig adhartas a dhèanamh le gnìomhachadh a' Phlana Nàiseanta gu sònraichte ann an raointean nan ealan, foillseachaidh, nam meadhanan, coimhearsnachd agus an àite-obrach
- >> seallaidh sinn airson cothroman air na h-ealain Ghàidhlig a bhrosnachadh gach cuid an Alba agus gu h-eadar-nàiseanta
- >> Tha an obair airson poileasaidh soidhnichean dà-chànanach phrìomh rathaidean a ghnìomhachadh air na slighean gu puirt-aiseig nan eilean siar a' dol air adhart. Às dèidh na h-obrach seo bidh rannsachadh gus measadh a dhèanamh air buaidhean eaconamach, sòisealta agus àrainneachd shoidhnichean rathaid dà-chànanach, a' gabhail a-steach sàbhailteachd rathaid, gus poileasaidh fhiosrachadh san àm ri teachd
- >> brosnachaidh sinn buidhnean turasachd a' Ghàidhlig adhartachadh aig puingean inntrigidh mar puirt-adhair agus puirt-mara agus seallaidh sinn airson cothroman air taic a thoirt don Ghàidhlig anns na diofar iomairtean aca
- >> iarraidh sinn air Bòrd na Gàidhlig adhartas a dhèanamh leis an acadamaidh Ghàidhlig a mhol e a bhrosnaicheas buidhnean mar Ùghdarras Theisteanas na h-Alba, Ionnsachadh is Teagasg Alba, Stòrlann Nàiseanta na Gàidhlig, Colaisd a' Chaisteil agus Suirbhidh Òrdanais adhartas a

dhèanamh le obrachadh air cunbhalachd, iomchaidheachd agus litreachadh na Gàidhlig.

Bidh sinn a' cur ri inbhe na Gàidhlig

The Riaghaltas na h-Alba a' tuigsinn gu bheil an t-àite a tha aig cànan anns an àrainneachd làitheil agus an ìre gu bheil e air a chleachdadh, air a mheas agus air fhaicinn gu bhith ga mheas le na h-ùghdarrasan aig a bheil pàirt cudromach nar beatha làitheil a' toirt buaidh air inbhe cànan. Còmhla ris an obair air a mhìneachadh ann an Caibidil 2 air Bun-dhleastanasan Libhrigeadh Seirbheis, gabhaidh sinn na ceuman a leanas gus cuideachadh a' cur air adhart ìomhaigh fhiughaireach don Ghàidhlig.

- >> cuiridh sinn a-mach stiùireadh ro-innleachdail chun na h-earrainn phoblaich agus gu buidhnean iomchaidh eile a' mìneachadh eachdraidh a' phoileasaidh a bha air cùl Achd na Gàidhlig (Alba) 2005 agus Cairt Eòrpach nam Mion-chànanan, na h-uallaichean a tha nan cois, agus mar a dh'fheumas buidhnean planadh airson ciamar is urrainn dhaibh cuideachadh len gnìomhachadh agus toirt taic do leasachadh na Gàidhlig
- >> tha sinn air a' Phlana Gàidhlig reachdail seo ullachadh fo chumhachan Achd na Gàidhlig (Alba) 2005 a' mìneachadh mar a bhios Riaghaltas na h-Alba a' cleachdadh agus a' toirt cothrom airson cleachdadh na Gàidhlig a thaobh a dhearbhadh aithne chorporra, conaltradh, foillseachaidhean agus luchd-obrach

- >> we have supported the establishment of the MG ALBA/BBC partnership to deliver a Gaelic digital service and have provided the necessary funding to ensure the channel is established
- >> we will require Bòrd na Gàidhlig to make progress with National Plan implementation particularly in the areas of arts, publishing, media, community and the workplace
- >> we will look for opportunities to promote the Gaelic arts both in Scotland and internationally
- >> The work to implement the trunk road bilingual sign policy on those routes leading to western isles ferry ports is currently ongoing. This work will be followed by research to evaluate the economic, social and environmental effects of bilingual road signs, including road safety, in order to inform future policy
- >> we will encourage tourism bodies to promote Gaelic at points of entry such as airports and ports and to look for opportunities to support Gaelic in their various initiatives
- >> We will encourage Bòrd na Gàidhlig to make progress with its proposed Gaelic language academy which will encourage bodies such as Scottish Qualification Authority, Learning Teaching Scotland, Stòrlann Nàiseanta na Gàidhlig, Lewis Castle College and Ordnance Survey to make progress in working on the consistency, relevance and orthography of the Gaelic language.

We will enhance the status of Gaelic

The Scottish Government recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives. Along with the activities described in Chapter 2 on Core Service Delivery Commitments, we will take the following steps to help develop a more positive image for Gaelic.

- >> we will issue strategic guidance to the public sector and other relevant bodies explaining the policy background to the Gaelic Language (Scotland) Act 2005 and the European Charter for Regional or Minority Languages, the responsibilities which flow from them, and the need for bodies to plan for how they can assist with their implementation and support Gaelic development
- >> we have prepared this statutory Gaelic Language Plan under the terms of the Gaelic Language Scotland Act 2005 setting out how the Scottish Government will use and enable the use of Gaelic in relation to its corporate identity, communications, publications and staffing

- >> nì sinn cinnteach gum bi taic air a thoirt do bhuidhnean poblach a fhuair fios bho Bhòrd na Gàidhlig airson Plana Gàidhlig a dheasachadh gus am faigh iad air dòigh fhiughaireach a ghabhail airson leasachadh am planaichean, agus buannachdan faicsinneach a thoirt do luchd-labhairt na Gàidhlig
- >> broснаichidh sinn buidhnean poblach agus buidhnean-gnìomha poileasaidhean Gàidhlig a chur ri chèile mus iarr Bòrd na Gàidhlig orra Planaichean Gàidhlig reachdail a dheasachadh gus gnìomhachadh Achd na Gàidhlig (Alba) 2005 a luathachadh agus dèanamh cinnteach gun toir an earrann phoblach uile taic do leasachadh na Gàidhlig
- >> cleachdaidh sinn am modh dealbhadh corporra gus dèanamh cinnteach gum bi com-pàirt aig buidhnean-gnìomha an Riaghaltais, NDPBan agus Ùghdarrasan Slàinte ann am Plana Nàiseanta na Gàidhlig agus ceàrnaidhean a chomharrachadh far am faod iad cur ri gnìomhachadh a' Phlana ann am planadh airson na h-obrach aca san àm ri teachd
- >> iarraidh sinn air Riaghaltas an Rìoghachd Aonaichte agus a Roinnean agus Buidhnean-gnìomha a tha ag obair an Alba am pàirt a ghabhail ann an toirt taic do leasachadh na Gàidhlig agus gnìomhachadh Achd 2005 às dèidh na h-ùidh a chaidh a nochdadh fhad 's a bha Bile na Gàidhlig ga aontachadh
- >> nì sinn measadh air builean cànanach poileasaidhean no iomairtean ùra gus dèanamh cinnteach, cho fad 's a ghabhas dèanamh, nach toir iad droch bhuaidh air cleachdadh na Gàidhlig, agus far an gabh a dhèanamh nì sinn cinnteach gum bi buaidh fhiughaireach aca
- >> cuiridh sinn comhairle ri Bòrd na Gàidhlig air poileasaidh no iomairt ùra sam bith a bheir buaidh dhìreach air leasachadh na Gàidhlig
- >> ag obair còmhla ri buidhnean eile le com-pàirt san raon seo, mar Iomairt na Gàidhealtachd 's nan Eilean agus Bòrd na Gàidhlig, nì sinn rannsachadh air prìomh raointean de leasachadh na Gàidhlig.
- >> we will ensure support is provided to public bodies which have been issued with a notice to develop a Gaelic Language Plan by Bòrd na Gàidhlig to enable them to take a positive approach to the development of their plans, and to bring tangible benefits to Gaelic speakers
- >> we will encourage public bodies and executive agencies to develop Gaelic policies in advance of being requested to develop statutory Gaelic Language Plans by Bòrd na Gàidhlig to build momentum in implementation of the Gaelic language (Scotland) Act 2005 and ensure the whole public sector plays its supporting Gaelic development
- >> we will use the corporate planning process to ensure that Government agencies, NDPBs and Health Authorities engage with the National Plan for Gaelic and identify areas where they can contribute to its implementation when they plan for their future operation
- >> we will encourage the UK Government and its Departments and Agencies which operate in Scotland to play their part in supporting Gaelic development and implementing the 2005 act following the commitment which was given during the passage of the Gaelic Language Bill
- >> we will assess the linguistic consequences of new policies or initiatives to ensure, as far as is reasonably possible, that they do not impact adversely on the use of Gaelic, and where possible we will ensure that they impact positively
- >> we will consult Bòrd na Gàidhlig on any new policies or initiative which will have a direct impact on Gaelic development
- >> working with other bodies with an interest in this area, such as Highlands and Islands Enterprise and Bòrd na Gàidhlig, we will undertake research into key areas of Gaelic development.

CAIBIDIL IV – GNÌOMHACHADH IS SGRÙDADH

Clàr-ama

Bidh am Plana Gàidhlig seo an gnìomh gu foirmeil airson 5 bliadhna bhon cheann-là seo no gus am bi plana ùr air a chur an sàs. Ann an Caibidil II – Bun-dhleastanasan chomharraich sinn na cinn-là sùilichte fa leth air am bi sinn a’ sùileachadh dleastanasan sònraichte a ghnìomhachadh, mar an sgrùdadh air comas cànan taobh a-staigh Riaghaltas na h-Alba ann am bliadhna a h-aon.

Foillseachadh a’ Phlana

Bidh Plana Cànan Riaghaltas na h-Alba air fhoillseachadh san dà-chànan air làrach-lìn Riaghaltas na h-Alba. Còmhla ri sin, bidh sinn:

- >> a’ cur a-mach fios naidheachd ag ainmeachadh a’ Phlana;
- >> a’ toirt cothrom air lethbhric den Phlana nar n-oifisean poblach agus ionadan fàilte;
- >> ag innse do luchd-obrach mun Phlana tro Eadra-lìon Riaghaltas na h-Alba;
- >> a’ sgaoileadh lethbhric den Phlana gu ar NDPBan agus Buidhnean-gnìomha, luchd-ionaid agus cunnradairean;
- >> a’ sgaoileadh lethbhric den Phlana gu buidhnean eile aig a bheil ùidh ann; agus
- >> a’ toirt seachad lethbhric ma thèid an iarraidh.

Rianachd airson a ghnìomhachadh

‘S e am Plana seo poileasaidh Riaghaltas na h-Alba agus chaidh aonta a chur ris gach cuid le Ministearan na h-Alba agus le Bòrd Ro-innleachd Riaghaltas na h-Alba.

Uallach Iomlan

Bidh uallach air an Rùnaire Maireannach airson dèanamh cinnteach aig a’ cheann thall gun coilean Riaghaltas na h-Alba na dleastanasan sa Phlana seo.

Àrd-stiùirichean

Cleachdaidh Riaghaltas na h-Alba dòigh thiomnaichte airson gnìomhachadh a’ Phlana agus bidh uallach air Àrd-stiùirichean airson dèanamh cinnteach gum bi an luchd-obrach aca air an dèanamh mothachail air a’ Phlana seo agus a’ bhuidhean a bhios aige air an raon obrach aca.

Aonad Gàidhlig Riaghaltas na h-Alba

Bidh e an urra ri Aonad Ghàidhlig Riaghaltas na h-Alba, a tha na phàirt de Bhuidheann-stiùiridh EEA&C agus air a bheil uallach airson cùisean a bhuineas do phoileasaidh Gàidhlig, fiosrachadh a thional mu ghnìomhachadh a’ Phlana agus aithisg mun seo a chur gach bliadhna chun a’ Bhòrd Ro-innleachd agus a’ Mhinistear airson na Roinn Eòrpa, a’ Chultair agus Chùisean Taobh a-muigh. Bidh an aithisg seo ri faotainn le Bòrd na Gàidhlig agus bidh geàrr-chunntas air fhoillseachadh air ar làrach-lìn. Mur bithear a’ coinneachadh ri cumhachan a’ Phlana, minichidh an aithisg na h-adhbharan air a shon agus na ceuman a tha Riaghaltas na h-Alba a’ gabhail gus aghaidh a chur air na duilgheadasan.

CHAPTER IV – IMPLEMENTATION AND MONITORING

Timetable

This Gaelic Language Plan formally will remain in force for a period of 5 years from this date or until a new plan has been put in place. In Chapter II – Core Commitments we have set out the individual target dates for when we expect to implement specific commitments, such as an audit of linguistic ability within the Scottish Government within year one.

Publicising the Plan

The Scottish Government Language Plan will be published bilingually on the Scottish Government website. In addition, we shall:

- >> issue a press release announcing the Plan;
- >> make copies of the Plan available in our public offices and reception areas;
- >> make the Plan known to employees via the Scottish Government Intranet;
- >> distribute copies of the Plan to our NDPBs and Agencies, agents and contractors;
- >> distribute copies of the Plan to other interested bodies; and
- >> make copies available on request.

Administrative arrangements for implementation

This Plan is the policy of the Scottish Government and has been endorsed both by Scottish Ministers and by the Strategic Board of the Scottish Government.

Overall Responsibility

The Permanent Secretary will be responsible ultimately for ensuring that the Scottish Government delivers the commitments set out in this Plan.

Directors-General

The Scottish Government will adopt a devolved approach to the implementation of the Plan and Directors-General will be responsible for ensuring that their staff are made aware of the Plan and how it affects their area of work.

Scottish Government Gaelic Unit

The Scottish Government’s Gaelic Unit, which is part of the EEA&C Directorate and is responsible for Gaelic policy matters, will be given responsibility for collecting information about the implementation of the Plan and reporting this to the Strategic Board and the Minister for Europe, External Affairs and Culture on an annual basis. This report will be made available to Bòrd na Gàidhlig and a summary published on our website. In the event that the terms of the Plan are not being met, then the report will explain the reasons why and will set out the steps which are being taken by the Scottish Government to address the difficulties.

Luchd-obrach fa leth

Bidh stiùireadh air a dheasachadh agus bidh e ri fhaotainn air eadra-lìon Riaghaltas na h-Alba a tha a' mìneachadh do luchd-obrach dè tha am plana a' ciallachadh dhaibhsan. Bithear a' cur ris an stiùireadh seo nuair a bhios sin iomchaidh le fiosrachadh mu làimhseachadh conaltradh Gàidhlig, fòn agus ullachadh conaltradh dà-chànanach.

Seirbheisean air an libhrigeadh le treas phàrtaidhean –

Feuchaidh Riaghaltas na h-Alba ri dèanamh cinnteach, far am bi e iomchaidh, gur e cumhachan a' phlana seo a bheir cumadh air aontaidhean no ullachadh le treas phàrtaidhean a thaobh libhrigeadh a sheirbheisean don phoball. Tha an dleastanas seo a' gabhail a-steach seirbheisean a dh'fhaodadh a bhith air an leigeil a-mach air chùmhant. Far nach eil Plana Gàidhlig aig an treas phàrtaidh, iarraidh sinn orra cumhachan plana Gàidhlig Riaghaltas na h-Alba a leantainn agus dèanamh cinnteach gun tèid innse don luchd-obrach aca mu chumhachan a' phlana.

Bidh uallach air a' mhanaidsear cunnraidh iomchaidh airson sgrùdadh coileanadh an t-solaraiche seirbheis an co-cheangal ri ullachadh sam bith air a dhèanamh airson na Gàidhlig. Bidh seo air a dhèanamh mar phàirt gnàthach den mhodh stiùireadh cunnraidh.

Goireasachadh a' Phlana

Nì Riaghaltas na h-Alba solarachadh iomchaidh airson goireasachadh a' Phlana seo, a thaobh nan seirbheisean a tha air an libhrigeadh dìreach thugainn. Bidh e an urra ri NDPBan agus Buidhnean-gnìomha, luchd-ionaid agus cunnrairean ullachadh a dhèanamh airson coinneachadh ri cosgaisean gnìomhachadh nam planaichean Gàidhlig aca fhèin.

Sgrùdadh air gnìomhachadh

Ann an sgrùdadh gnìomhachadh Plana Gàidhlig Riaghaltas na h-Alba, cuiridh sinn cudrom air na raointean a leanas gu sònraichte:

- >> poileasaidhean Riaghaltas na h-Alba agus mar a tha iad a' toirt buaidh air leasachadh na Gàidhlig;
- >> gnìomhachadh bun-dhleastanasan sònraichte ann an Caibidil II, mar an tomhas de chonaltradh a gheibhear sa Ghàidhlig, na bhios air a fhreagairt sa Ghàidhlig, agus an ùine freagairt;
- >> na thathar a' cur ri gnìomhachadh Plana Nàiseanta na Gàidhlig mar a tha air a mhìneachadh ann an Caibidil III;
- >> fiosrachadh mu stuthan fhoillseachadh ann an Gàidhlig gu h-iomlan no ann an geàrr-chunntais;
- >> càileachd seirbheis nan solaraichean eadar-mhìneachaidh/eadar-theangachaidh a' gabhail a-steach ùineachan freagairt;

Individual staff members

Guidance will be produced and be available on the Scottish Government's intranet that explains to staff 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.

Services delivered by third parties –

The Scottish Government 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 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.

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.

Resourcing the Plan

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.

Monitoring of implementation

In monitoring implementation of the Scottish Government Gaelic Language Plan, we will focus on the following areas in particular:

- >> Scottish Government policies and how they impact on Gaelic development;
- >> the implementation of specific core commitments in Chapter II, such as the amount of correspondence received in Gaelic, the amount responded to in Gaelic, and response time;
- >> the contribution being made towards implementation of the National Plan for Gaelic as set out in Chapter III;
- >> details of materials published in Gaelic whether in whole or in summary form;
- >> the quality of the service provided by the interpretation/translation providers including response times;

- >> sgrùdadh càileachdail air dè cho èifeachdach 's a tha Riaghaltas na h-Alba a' toirt aire don Ghàidhlig na rianachd làitheil;
- >> an seòrsa agus an àireamh de bheachdan a gheibhear mu libhrigeadh nan ceuman a tha anns a' Phlana;
- >> an àireamh de luchd-cleachdaidh na Gàidhlig (aig diofar ìrean fileantachd agus le diofar sgilean) ann an Riaghaltas na h-Alba;
- >> an tomhas de ionnsachadh Gàidhlig a tha air a dhèanamh le luchd-obrach Riaghaltas na h-Alba;

- >> an àireamh de dhreuchdan air an sanasachadh le Riaghaltas na h-Alba far a bheil ìre shònraichte de Ghàidhlig air a ghabhail a-steach san tuairisgeul obrach agus fiosrachadh mu ciamar a chaidh na dreuchdan sin a lìonadh; agus
- >> an adhartas air a dhèanamh le Buidhnean-gnìomha agus Buidhnean poblach Neo-Roinneil Riaghaltas na h-Alba a dh'ionnsaigh leasachadh am planaichean fhèin.

- >> reviewing qualitatively how effectively the Scottish Government is taking the Gaelic language into consideration in its day-to-day running;
- >> the nature and number of comments received regarding the delivery of the measures contained in the Plan;
- >> the number of Gaelic users (at various levels of fluency and with various skills) in the Scottish Government;
- >> the amount of Gaelic language learning being undertaken by Scottish Government staff;

- >> the number of posts advertised by the Scottish Government where a certain level of Gaelic are included in the job description and details of how these posts were filled; and
- >> the progress being made by Scottish Government Agencies and Non-Departmental Public Bodies towards development of their own plans.

SECTION FOUR

Consultation Questions

4.1

In this consultation document we have highlighted a number of areas where the Scottish Government aims to promote and support Gaelic in both the workplace and in its business. On these areas we would particularly welcome your views.

EARRANN A CEITHIR

Dreachd Phlana Gàidhlig Riaghaltas na h-Alba - Ceistean Co-chomhairleachaidh

4.1

Anns an sgrìobhainn co-chomhairleachaidh seo tha sinn air grunn raointean a shònrachadh far a bheil Riaghaltas na h-Alba ag amas air adhartachadh agus toirt taic don Ghàidhlig anns an àite-obrach agus na gnìomhan. Bhiodh sinn gu sònraichte toilichte ur beachdan fhaighinn air na raointean sin.

4.2 Ma tha puingean sam bith eile agaibh ri thogail tha cothrom agaibh sin a dhèanamh.

4.3 *Dreachd Phlana Gàidhlig Riaghaltas na h-Alba* – na ceithir phrìomh raointean de libhrigeadh seirbheis.

4.3.1 Dearbh-aithne

A bheil sibh riaraichte le na dleastanasan ann am Plana Riaghaltas na h-Alba?

A bheil molaidhean sam bith eile agaibh?

4.3.2 Conaltradh

A bheil sibh riaraichte le na dleastanasan ann am Plana Riaghaltas na h-Alba?

A bheil molaidhean sam bith eile agaibh?

4.2 If there are any other points you would like to make please feel free to make them.

4.3 *The Scottish Government Draft Gaelic Language Plan* – the four core areas of service delivery.

4.3.1 Identity

Are you content with the commitments in the Scottish Government's Plan?

Do you have anything further to suggest?

4.3.2 Communications

Are you content with the commitments in the Scottish Government's Plan?

Do you have anything further to suggest?

4.3.3 Foillseachaidhean

A bheil sibh riaraichte le na dleastanasan ann am Plana Riaghaltas na h-Alba?

A bheil molaidhean sam bith eile agaibh?

4.3.4 Luchd-obrach

A bheil sibh riaraichte le na dleastanasan ann am Plana Riaghaltas na h-Alba?

A bheil molaidhean sam bith eile agaibh?

4.4 Coitcheann

4.4.1 A bheil pàirt sam bith den obair againn a shaoileas sibh nach eil air a ghabhail a-steach nar Plana agus a bu chòir?

4.3.3 Publications

Are you content with the commitments in the Scottish Government's Plan?

Do you have anything further to suggest?

4.3.4 Staffing

Are you content with the commitments in the Scottish Government's Plan?

Do you have anything further to suggest?

4.4 General

4.4.1 Is there any aspect of our work that you feel is not covered in our Plan that should?

4.4.2 A bheil sibh den bheachd gur e Planaichean Gàidhlig dòigh èifeachdach air a' Ghàidhlig a bhrosnachadh?

4.4.3 A bheil sibh den bheachd gur e Planaichean Gàidhlig dòigh èifeachdach air seasmhachd a thoirt don Ghàidhlig an Alba san àm ri teachd?

4.4.4 A bheil buannachdan sam bith bho adhartachadh a' chànain a tha sibh a' faireachdainn nach eil air an gabhail a-steach agus a bu toil leibh fhaicinn nar Plana?

4.4.2 Do you think that Gaelic language plans are an effective means to promote the Gaelic Language?

4.4.3 Do you think that Gaelic language plans are an effective means to secure the future of the Gaelic Language?

4.4.4 Are there any benefits from the promotion of the language that you feel have not been covered and would like included in our Plan?

Sgrùdadh Co-ionannachd Chothroman

Gnè: Fireann Boireann

Aois: Fo 16
16 gu 24
25 gu 34
35 gu 49
50 gu 59
60 gu 74
75 agus nas sine

A bheil tinneas, trioblaid slàinte no ciorram
fad-ùine oirbh?

Tha Chan eil

Ciamar a mhìnichadh sibh ur buntanas
culturalail no dùthchasach? (cuiribh strìochag
ann an **aon** bhogsa a-mhàin)

Geal
Albannach
Breatannach

Àisianach, Àisianach Albannach no
Àisianach Breatannach

Bangladaiseach
Sionach
Innseanach
Pacastànach
Buntanas Àisianach sam bith eile

Measgaichte

Buntanas measgaichte sam bith eile?

**Dubh, Albannach dubh no Breatannach
dubh**

Cairibianach
Afràganach
Buntanas dubh sam bith eile
Buntanas sam bith eile

**Tapadh leibh airson an fhoirm seo a lìonadh
– Cuiribh e chun an t-seòlaidh ann an
earrann 2.**

Equal Opportunities Monitoring

Sex: Male Female

Age: Under 16
16 to 24
25 to 34
35 to 49
50 to 59
60 to 74
75 and over

Do you have any long-term illness, health
problem or disability?

Yes No

How would you describe your cultural or
ethnic background? (please tick **one** box only)

White
Scottish
British

Asian, Asian Scottish or Asian British

Bangladeshi
Chinese
Indian
Pakistani
Any other Asian background

Mixed

Any mixed background?

Black, black Scottish or black British

Caribbean
African
Any other black background
Any other background

**Thank you for taking time to complete this
form – Please send to address in section 2.**

EARRANN A CÒIG

Foirm Fiosrachaidh Luchd-freagairt

Cuiribh a-steach am fiosrachadh agus tilleibh e còmhla ris an fhreagairt agaibh. Cuidichidh seo sinn a' dèanamh cinnteach gun làimhsich sinn ur fhreagairt gu h-ìomchaidh. Tapadh leibh airson ur cuideachaidh.

SECTION FIVE

Respondent Information Form

Please complete the details and return it with your response. This will help ensure we handle your response appropriately. Thank you for your help.

Ainm: _____

Seòladh: _____

1. A bheil sibh a' freagairt: (cuiribh strìochag ann an aon bhogsa)
- (a) mar neach fa leth?
rachaibh gu Q2a/b agus an uairsin Q4
- (b) às leth buidhne?
rachaibh gu Q3 agus an uairsin Q4

DAOINE FA LETH

- 2a. A bheil sibh ag aontachadh ur freagairt a bhith air fhoillseachadh (ann an Leabharlann Riaghaltas na h-Alba agus/no air Làrach-lìn Riaghaltas na h-Alba)?
- Tha (rachaibh gu 2b gu h-ìosal)
- Chan eil idir
Làimhsichidh sinn ur freagairt mar nì dìomhair.
- 2b. **Far nach eil dìomhaireachd air iarraidh,** foillsichidh sinn ur freagairt air an stèidh a leanas (**cuiribh strìochag ann an aon** de na bogsaichean a leanas).
- Tha, foillsichibh mo fhreagairt, m' ainm agus mo sheòladh
- Tha, foillsichibh mo fhreagairt, ach gun m' ainm agus mo sheòladh
- Tha, foillsichibh mo fhreagairt, ach gun mo sheòladh

ÀS LETH BUIDHNE:

3. Bidh ainm/seòladh ur buidhne air fhoillseachadh (ann an Leabharlann Riaghaltas na h-Alba agus/no air Làrach-lìn Riaghaltas na h-Alba). A bheil sibh cuideachd toilichte ur freagairt a bhith air fhoillseachadh?
- Tha
- Chan eil
Làimhsichidh sinn ur freagairt mar nì dìomhair.

CO-ROINN FHREAGAIRTEAN/ COM-PÀIRT RI TEACHD

4. Bidh sinn a' co-roinn ur freagairt taobh a-staigh na buidhne ri sgioban poileasaidh eile aig Riaghaltas na h-Alba a dh'fhaodadh a bhith a' dèiligeadh ri na cùisean air a bheil sibh a' beachdachadh. 'S dòcha gum bi iad airson bruidhinn ribh fhathast, ach feumaidh sinn ur cead fhaighinn. Am bi sibh deònach cluinntinn bho Riaghaltas na h-Alba fhathast mun fhreagairt co-chomhairle seo?
- Tha
- Chan eil
Làimhsichidh sinn ur freagairt mar nì dìomhair.

Name: _____

Postal Address: _____

1. Are you responding: (please tick one box)
- (a) as an individual?
go to Q2a/b and then Q4
- (b) on behalf of a group/organisation?
go to Q3 and then Q4

INDIVIDUALS

- 2a. Do you agree to your response being made available to the public (in the Scottish Government Library and/or on the Scottish Government website)?
- Yes (go to 2b below)
- No, not at all
We will treat your response as confidential.
- 2b. **Where confidentiality is not requested,** we will make your response available to the public on the following basis (**please tick one** of the following boxes).
- Yes, make my response, name and address available
- Yes, make my response, but not my name and address available
- Yes, make my response and name available, but not my address

ON BEHALF OF A GROUP OR ORGANISATION:

3. The name/address of your organisation will be made available to the public (in the Scottish Government Library and/or on the Scottish Government website). Are you also content for your response to be made available?
- Yes
- No
We will treat your response as confidential.

SHARING RESPONSES/ FUTURE ENGAGEMENT

4. We will share your response internally with other Scottish Government policy teams who may be addressing the issues you discuss. They may wish to contact you again in the future, but we require your permission to do so. Are you content for the Scottish Government to contact you again in the future in relation to this consultation response?
- Yes
- No
We will treat your response as confidential.

SECTION SIX

Information about the Scottish Government Consultation Process

Consultation is an essential and important aspect of the Scottish Government working methods. Given the wide ranging areas of work of the Scottish Government, there are many varied types of consultation. However, in general, Scottish Government consultation exercises aim to provide opportunities for all those who wish to express their opinions on a proposed area of work to do so in ways which will inform and enhance that work.

EARRANN A SIA

Fiosrachadh mu Chùrsa Co-chomhairleachaidh Riaghaltas na h-Alba

Tha co-chomhairle na phàirt riatanach agus cudromach de mhodhan obrach Riaghaltas na h-Alba. Le caochladh raointean obrach Riaghaltas na h-Alba, tha iomadh seòrsa co-chomhairle eadar-dhealaichte ann. Ach, san fharsaingeachd, tha cùrsaichean co-chomhairleachaidh Riaghaltas na h-Alba ag amas air cothroman a thoirt don h-uile neach a tha ag iarraidh am beachdan a chur an cèill air raon obrach a chaidh a mholadh sin a dhèanamh ann an dòighean a bhios a' fiosrachadh agus a' cur ris an obair sin.

Tha Riaghaltas na h-Alba ag iarraidh co-chomhairle a tha mionaideach, èifeachdach agus iomchaidh don chùis air a bheilear a' beachdachadh agus don t-seòrsa luchd-amais. Tha cùrsaichean co-chomhairleachaidh a' toirt aire do dh'iomadh seòrsa nì, agus cha bhi dà chùrsa co-ionann ann.

Sa chumantas tha co-chomhairlean Riaghaltas na h-Alba a' gabhail a-steach pàipear sgrìobhte ag iarraidh freagairtean ri ceistean sònraichte no beachdan nas fharsainge mun stuth a tha air fhoillseachadh. Tha pàipearan sgrìobhte air an sgaoileadh gu buidhnean agus daoine fa leth aig a bheil ùidh sa chùis, agus tha iad cuideachd air an cur air làrach-lìn Riaghaltas na h-Alba gus am faigh barrachd dhaoine cothrom an sgrìobhainn fhaicinn agus am freagairtean a chur a-steach. 'S dòcha gun gabh cùrsa co-chomhairleachaidh cuideachd a-steach sireadh beachdan ann an grunn dhòighean eadar-dhealaichte, mar tro choinneamhan poblach, buidhnean fòcais no ceisteachain. Tha lethbhric den h-uile freagairt sgrìobhte a gheibhear ri cùrsa co-chomhairleachaidh (ach a-mhàin an fheadhainn far an do dh'iarr duine no buidheann dìomhaireachd) air an cur ann an Leabharlann Riaghaltas na h-Alba aig Saughton House, Dùn Èideann (K Spur, Saughton House, Broomhouse Drive, Dùn Èideann EH11 3XD, fòn 0131 244 4565).

Chithear a h-uile pàipear co-chomhairleachaidh agus na foillseachaidhean co-cheangailte riutha (me mion-sgrùdadh air aithisgean freagairt) bho Riaghaltas na h-Alba aig co-chomhairlean Riaghaltas na h-Alba (<http://www.scotland.gov.uk/consultations>).

Tha na beachdan agus molaidhean ann am freagairtean co-chomhairle air am mion-sgrùdadh agus air an cleachdadh mar phàirt den mhodh co-dhùnaidh, còmhla ri diofar fiosrachaidh agus fianais eile a tha rim faotainn. A rèir an t-seòrsa cùrsa co-chomhairleachaidh 's dòcha gum bi na freagairtean a gheibhear:

- >> A' sealltainn gum feumar leasachadh no sgrùdadh air poileasaidh;
- >> A' fiosrachadh leasachadh air poileasaidh sònraichte;
- >> A' cuideachadh co-dhùnaidhean a bhith air an dèanamh eadar molaidhean poileasaidh atharraichte;
- >> Air an cleachdadh gus crìoch a chur air reachdas mus bi e air a ghnìomhachadh.

Bheir co-dhùnaidhean deireannach air na cùisean air a bheilear a' beachdachadh aire cuideachd do dhiofar nithean eile, a' gabhail a-steach fiosrachadh agus fianais bho rannsachadh eile a tha ri fhaotainn.

Ged a dh'fhaodas mìneachadh shuidheachaidhean sònraichte ann am freagairt ri cùrsa co-chomhairleachaidh a bhith na fhiosrachadh feumail don phròiseas poileasaidh, chan fhaod cùrsaichean co-chomhairleachaidh dèiligeadh ri gnothaichean agus beachdan fa leth, a bu chòir a dhol chun na buidhne poblach buntainneach.

The Scottish Government encourages consultation that is thorough, effective and appropriate to the issue under consideration and the nature of the target audience. Consultation exercises take account of a wide range of factors, and no two exercises are likely to be the same.

Typically, Scottish Government consultations involve a written paper inviting answers to specific questions or more general views about the material presented. Written papers are distributed to organisations and individuals with an interest in the issue, and they are also placed on the Scottish Government website enabling a wider audience to access the paper and submit their responses. Consultation exercise may also involve seeking views in a number of different ways, such as through public meetings, focus groups or questionnaire exercises. Copies of all the written responses received to a consultation exercise (except those where the individual or organisation requested confidentiality) are placed in the Scottish Government Library at Saughton House, Edinburgh (K Spur, Saughton House, Broomhouse Drive, Edinburgh EH11 3XD, telephone 0131 244 4565).

All Scottish Government consultation papers and related publications (eg analysis of response reports) can be accessed at Scottish Government consultations (<http://www.scotland.gov.uk/consultations>).

The views and suggestions detailed in consultation responses are analysed and used as part of the decision making process, along with a range of other available information and evidence. Depending on the nature of the consultation exercise the responses received may:

- >> Indicate the need for policy development or review;
- >> Inform the development of a particular policy;
- >> Help decisions to be made between alternate policy proposals;
- >> Be used to finalise legislation before it is implemented.

Final decisions on the issues under consideration will also take account of a range of other factors, including other available information and research evidence.

While details of particular circumstances described in a response to a consultation exercise may usefully inform the policy process, consultation exercises cannot address individual concerns and comments, which should be directed to the relevant public body.

EARRANN A SEACHD

Liosta de Bhuidhnean a fhuair
lethbhreac den Phàipear
Co-chomhairleachaidh

SECTION SEVEN

List of Bodies sent a copy of
the Consultation Document

Comhairle Bhaile Obar Dheathain
Comhairle Shiorrachd Obar Dheathain
Comhairle Aonghais
Comhairle Earra-Ghàidheil & Bhòid
Comhairle Shiorrachd Chlach Mhanainn
Comhairle Bhaile Dhùn Èideann
Comhairle nan Eilean Siar
Comhairle Dhùn Phris & Ghall-Ghaidhealaibh
Comhairle Bhaile Dhùn Deagh
Comhairle Shiorrachd Inbhir Àir an Ear
Comhairle Shiorrachd Dhùn Bhreatainn an Ear
Comhairle Lodainn an Ear
Comhairle Shiorrachd Rinn Friù an Ear
Comhairle na h-Eaglaise Brice
Comhairle Fìobha
Comhairle Bhaile Ghlaschu
Comhairle na Gàidhealtachd
Comhairle Inbhir Chluaidh
Comhairle Meadhan Lodainn
Comhairle Shiorrachd Inbhir Àir a Tuath
Comhairle Siorrachd Lannraig a Tuath
Comhairle Mhoireibh
Comhairle Arcaibh
Comhairle Pheairt & Chinn Rois
Comhairle Shiorrachd Rinn Friù
Comhairle nan Crìochan
Comhairle Shealtainn
Comhairle Shiorrachd Inbhir Àir a Deas
Comhairle Shiorrachd Lannraig a Deas
Comhairle Shruighlea
Comhairle Shiorrachd Dhùn Bhreatainn an Iar
Comhairle Lodainn an Iar
Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh
Cal Mac
Ùghdarras nan Croitearan
Ùghdarras nam Fiadh
Comhairle Teagaisg Choitcheann na h-Alba
Port-adhair na Gàidhealtachd & nan Eilean
Ionnsachadh & Teagasg Alba
Comhairle Ealain na h-Alba
Seirbheis Cùirtean na h-Alba
Comhairle Maoineachaidh na h-Alba
Comann Teacsaichean Gàidhlig na h-Alba
Stòrlann
UHI

Pàirc Nàiseanta Loch Laomainn & nan Tròisichean
Gailearaidhean Nàiseanta
Seirbheis Slàinte na h-Alba
An Leabharlann Nàiseanta
Taighean-tasgaidh Nàiseanta
RCAHMS
Iomairt na h-Alba
Buidheann Dion Àrainneachd na h-Alba
Buidheann Dion an Iasgaich an Alba
Dualchas Nàdair na h-Alba
Seirbheisean Ùghdarras Poileas na h-Alba
Sgrion na h-Alba
Uisge na h-Alba
Spòrs Alba
Visit Scotland
Sabhal Mòr Ostaig
Colaiste a' Chaisteil
Ionad Cànan na h-Alba
Comann Scots
Faclairean na h-Alba
Buidheann Chorporra Pàrlamaid na h-Alba
Saltire Society
SQA
Oifis nan Cùisean Gàidhlig– Albainn Nuadh
An Comunn Gaidhealach
BBC Alba
Comhairle Breatannach Alba
CNSA
Comann nam Pàrant
Comunn na Gàidhlig
Fèisean nan Gaidheal
Comhairle nan Leabhraichean
MG ALBA
Ainmean-àite Gàidhlig na h-Alba
HIE
HMIE
Pròiseact nan Ealan
Oifis na h-Alba
Oifis Choitcheann a' Chlàraidh an Alba
Tasglann Nàiseanta na h-Alba
Oifisean Clàraidh an Alba
Suiribhidh Òrdanais
NHS Eileanan Siar
NHS na Gàidhealtachd

Aberdeen City Council
Aberdeenshire Council
Angus Council
Argyll & Bute Council
Clackmananshire Council
City of Edinburgh Council
Comhairle nan Eilean Siar
Dumfries & Galloway Council
Dundee City Council
East Ayrshire Council
East Dunbartonshire Council
East Lothian Council
East Renfrewshire Council
Falkirk Council
Fife Council
Glasgow City Council
Highland Council
Inverclyde Council
Midlothian Council
North Ayrshire Council
North Lanarkshire Council
Moray Council
Orkney Islands Council
Perth & Kinross Council
Renfrewshire Council
Scottish Borders Council
Shetlands Islands Council
South Ayrshire Council
South Lanarkshire Council
Stirling Council
West Dunbartonshire Council
West Lothian Council
Cairngorms National Park Authority
Cal Mac
Crofters Commission
Deer Commission
General Teaching Council (Scotland)
Highlands & Islands Airport
Learning & Teaching Scotland
Scottish Arts Council
Scottish Courts Service
Scottish Funding Council
Scottish Gaelic Texts Society
Stòrlann

UHI
Loch Lomond & Trossachs National Park
National Galleries
National Health Scotland
National Library
National Museums
RCAHMS
Scottish Enterprise
Scottish Environmental Protection Agency
Scottish Fisheries Protection Agency
Scottish Natural Heritage
Scottish Police Services Authority
Scottish Screen
Scottish Water
Sports Scotland
Visit Scotland
Sabhal Mòr Ostaig
Lews Castle College
Scottish Language Centre
Scots Language Society
Scottish Language Dictionaries
Scottish Parliamentary Corporate Body
Saltire Society
SQA
Office for Gaelic Affairs – Nova Scotia
An Comunn Gaidhealach
MG Alba
British Council Scotland
CNSA
Comann nam Parant
Comunn na Gàidhlig
Fèisean nan Gaidheal
Gaelic Books Council
Gaelic Place-Names of Scotland
HIE
HMIE
Pròiseact nan Ealan
Scotland Office
General Registers Of Scotland
National Archive of Scotland
Registers of Scotland
Ordnance Survey
NHS Western Isles
NHS Highland

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www.scotland.gov.uk

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