PLANA GÀIDHHLIG
GAELIC LANGUAGE PLAN
2012 - 2017

Chaidh an sgrìobhainn seo ullachadh fo earrainn 3 de dh’Achd na Gàidhlig (Alba) 2005. 18 Sultain 2012.
This document was prepared under section 3 of the Gaelic Language (Scotland) Act 2005. 18th September 2012.
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There is barely an area of Scotland’s artistic and cultural life that is not influenced directly, or indirectly, by Gaelic language and culture. Most obviously, what we call the ‘traditional arts’ is where this influence is most apparent, particularly in Scotland’s thriving and world-renowned traditional music scene. But it doesn’t stop there. Gaelic language and culture has an influence across all aspects of creative life in Scotland, from poetry and prose, through to visual art, dance and theatre. Gaelic, alongside Scots, is a core element of arts and culture in Scotland. Our indigenous languages and dialects are both an important and a unique part of Scottish culture and Gaelic language and culture has an influence across all aspects of creative life in Scotland, from poetry and prose, through to visual art, dance and theatre.

Creative Scotland has a duty, like all parts of Government in Scotland, to develop and apply a Gaelic Language Plan in line with the objectives of the Gaelic Language (Scotland) Act 2005 and to support the work of Bòrd na Gàidhlig which was created under the terms of the Act. Creative Scotland will, of course, fulfil this duty but I see this as only part of our effort to support Gaelic language and culture through the arts.

Creative Scotland already gives artistic and creative output that incorporate, promote and support Gaelic. We are proud of our corporate communications material in both Gaelic and English; we already employ a Gaelic Arts Officer; we already produce much of our corporate communications in material in both Gaelic and English; and we invest significantly in artistic and creative projects that incorporate, promote and support Gaelic. We are proud of our relationships with Gaelic organisations. But we can do more. I would like to see us work towards a situation where Gaelic is ‘normalised’ in both the operations of Creative Scotland and, more importantly, in all of the organisations and artistic projects in which we invest.

Not only will this Gaelic Language Plan enable us to do this, it will also help us communicate more effectively with more people while also increasing awareness, appreciation and participation in our extraordinary artistic and creative output.

Andrew Dixon
CEO, Creative Scotland

18th September 2012

'S e gle bheag na thoraidhean ealaínt agus cruthachadh na h-Alba nach eil, gu dìreach nu gno neo-dhìreach, a’ tighinn fo bhuidhean canal nach eil, na Gàidhlig. Tha a’ ro shoilier ann fo cheann ris an can sinn ’na h-ealaín thràidiseanta’ as fòlaiche a’ bhuidhean se, agus sin gu h-àrdadh ann an roinn a’ chuil dhuilachasach a thach a shorfheachail agus aig a’ chailidh eadar-nàiseanta. Ach ean e sin a-mhàin. Tha buaidh na Gàidhlig agus a’ dhuilachais nochtadh a h-uile raon de bheatha chultanach na h-Alba, eadar bàrdachd is rosg, sna h-ealaín lèirseinnich agus ann an dannsa agus dràma.

Tha a’ Gàidhlig, cuide ri Albais, aig fir chrhidhe nan ealar agus cultair ann an Alba. Tha ar cànanan agus dualltainte teusail nam pàirt cùrd roinmach agus sàrachd de dhàluachas na h-Alba a’ch a e soilire cuideachd gu bhail na cananach sin ann an sayaideachad cuillich ann an Alba.

Tha Alba Chruthachail mu thràth a’ toirt urram co-ìonann do Bheurla ’s do Gàidhlig; thàith le eolais Gàidhlig ag obair dhùinn mu thràth; thàirigh, dhàrradh do dhiàirdheachan agus proichteachan a bhàile Gàidhlig mar phàirt air an t-àbhar a bhòrd na Gàidhlig, bòrd a chaidh a stèidheachadh fo sèilinn na h-Achd sin. Gu teagamh, comannadadh Alba Chruthachail an dìsteanas sin a’ chàinse a’ fàcinn sin dìreach mar phàirt der n-oidhirp taic a thòirt de chànan is cultar na Gàidhlig tro mheadhan nan ealar. Tha Alba Chruthachail a’ chàirdeachd a’ chòrd uram co-ìonann do Bheurla ’s do Gàidhlig; thàith le eolais Gàidhlig ag obair dhùinn mu thràth; thàirigh, dhàrradh do dhiàirdheachan agus proichteachan a bhòile Gàidhlig mar phàirt air an t-àbhar a bhòrd na Gàidhlig, bòrd a chaidh a stèidheachadh fo sèilinn na h-Achd sin. Gu teagamh, comannadadh Alba Chruthachail an dìsteanas sin a’ chàinse a’ fàcinn sin dìreach mar phàirt der n-oidhirp taic a thòirt de chànan is cultar na Gàidhlig tro mheadhan nan ealar.

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Ach ’s urrainn dhùinn barrachd a dhèanamh. Bu toigh leum gun oibrachaidh a’ Ghàidhlig a’ chòrd uram co-ìonann do Bheurla ’s do Gàidhlig; thàith le eolais Gàidhlig ag obair dhùinn mu thràth; thàirigh, dhàrradh do dhiàirdheachan agus proichteachan a bhòile Gàidhlig mar phàirt air an t-àbhar a bhòrd na Gàidhlig, bòrd a chaidh a stèidheachadh fo sèilinn na h-Achd sin. Gu teagamh, comannadadh Alba Chruthachail an dìsteanas sin a’ chàinse a’ fàcinn sin dìreach mar phàirt der n-oidhirp taic a thòirt de chànan is cultar na Gàidhlig tro mheadhan nan ealar.

Chan e a-mhàin gun toir am Plana Gàidhlig an cothrom dhùinn sin a dhèanamh, ach cuidichd e sin gu conaltraidh nas eileadhachd a bhith againn ri barrachd dhàoine agus còiliche barrachd mothachadh, spòs agus compàrteachais nar n-obair ealaín is chruthachail longtacht mar thoradh air sin.

Andra Dixon
Ceannard, Alba Chruthachail

An 18mh Sultain 2012
Anna Morrison performing at Danscel, a new TV production for BBC ALBA. Image reproduced by kind permission of MG ALBA.
"THA ALBA CHRUTHACHAIL A’ TOIRT FA-NEAR GU BHEIL A’ GHÂIDHLLIG NA PÀIRT RIATANACH DE DHUALCHAS, DEARBH-AITHNE AGUS BEATHA CHULTARACH NA H-ALBA."

"CREATIVE SCOTLAND RECOGNISES THAT GAELIC IS AN INTEGRAL PART OF SCOTLAND’S HERITAGE, NATIONAL IDENTITY AND CULTURAL LIFE."
SUMMARY - WHY WE NEED A GAELIC LANGUAGE PLAN

Creative Scotland recognises that Gaelic is an integral part of Scotland’s heritage, national identity and cultural life. We are committed to the objectives set out in the National Plan for Gaelic and we have put in place the necessary initiatives to help ensure that Gaelic has a sustainable future in Scotland and, in particular, an integral role in Scotland’s vibrant artistic and cultural life.

We recognise that the position of Gaelic is fragile and, if Gaelic is to be revitalised as a living, relevant language, then a concerted effort on the part of Government is required in order to:

- Enhance the status of Gaelic
- Promote the acquisition and learning of Gaelic
- Encourage the increased use of Gaelic

This document is our Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in our operations, our communications and in our investment in arts and culture in Scotland.

Our Gaelic Language Plan has been prepared in accordance with the statutory criteria set out in the 2005 Act, with regard to the National Plan for Gaelic and the Guidance on the Development of Gaelic Language Plans.

GEÀRR-CHUNNTAS – AN T-ADHBHAR A THA PLANA GÀIDHLIGH A DHÌTH OIRN

Tha Alba Chruthachail a’ toirt fa-near gu bheili a’ Ghàidhlig na páirt riatarach de dhuallachas, dearrbh-athnach agus beatha chultarach na h-Alba. Tha sinn a’ cur lán thacht ris na h-amasan a tha air an cur sios ann am Plana Nàiseanta na Gàidhlig agus tha sinn air na tionnsgnaidh riatarach a shuidheachadh gus dèanann cintreach gur bi a’ Ghàidhlig beò san rì teachd ann an Alba agus, gu h-àraidh, gur bi àite dìlghreach aice ann am beatha ealain agus chultarach beòthail na h-Alba.

Tha sinn a’ tuiginn gur bheili sùidheachadh na Gàidhlig cugallach agus ma tha a’ Ghàidhlig gu bhith air a h-ath-bheòthachadh mar chànan beò buntainnach, thig fearn air oidhирp choisteàin bhon Riaghaltas gus:

- Inbhe na Gàidhlig a leasaichadh
- Togail agus iomraichadh na Gàidhlig a bhrosachadh
- Daoine a mhìsreachadh gus a’ Ghàidhlig a chleachadh barrachd

’s e an sgìobhainn seo ar Plana Gàidhlig, air ullachadh taobh a-staigh fréam Achd na Gàidhlig (Alba) 2005. Tha e a’ clàradh mar a chleachdas sin Gàidhlig mar obair, mar conainthradh agus mar a mhaoineachas sin na h-ealain agus cultar ann an Alba.

Chaidh air Plana Gàidhlig ullachadh a réir nan sìtait-tomhaids reachdail mar a tha iad ann an Achd 2005, a’ gàbhail a-staigh am Plana Nàiseanta airson na Gàidhlig agus an Stiùireadh airson Planaichean Canain a Dhealbh.
an ìomhaigh le cead fialaidh
Fèisean nan Gaidheal.

image reproduced by kind permission of Fèisean nan Gaidheal.
‘S E RÚN ALBA CHRUTHACHAIL A BHITH A’ CUR RI CEANN-UIDHE CRUTHACHAIL NA H-ALBA.’

OVERVIEW

“CREATIVE SCOTLAND’S PURPOSE IS TO INVEST IN SCOTLAND’S CREATIVE FUTURE.”
OVERVIEW OF CREATIVE SCOTLAND, OUR ROLE AND OUR ENGAGEMENT WITH GAELIC AND GAELIC CULTURE

Creative Scotland’s purpose is to invest in Scotland’s creative future. We want to live in a nation where arts and creativity play a central part in the lives, education and well being of our people.

Our vision is that Scotland is recognised as a leading creative nation, one that attracts, develops and retains talent and one where the arts and the creative industries are supported and celebrated.

We also aim to ensure that the economic contribution that arts and culture make to Scottish life is fully understood and appreciated and that the arts are valued.

Put simply, our objectives are:

To invest in talent
To invest in quality artistic production
To invest in audiences, access and participation
To invest in the cultural economy
To invest in places and their contribution to a creative Scotland

Creative Scotland was created in 2010 as part of the Public Sector Reform Act, bringing together the functions of the Scottish Arts Council and Scottish Screen as well as additional responsibilities and scope for the new organisation.

SEALLADH FARSAING AIR ALBA CHRUTHACHAIL, AR PÂIRT AGUS MAR A THA SINN AN SÀS ANN AN CÀNAN AGUS DUALCHAS NA GÂIDHLIG

’S e rùn Alba Chruthachail a bhith a’ cur ri ceann-uidhe cruthachail na h-Alba. Tha sinn beò ann an dàthach far a bheth iòb buniteach aig na h-ealain agus cruthachadh ann am beatha, foithlam agus leas ar sluaigh.

’S e ar miann gum bi Alba air a h-aithneachadh mar dhuthaich a tha aig tis ghnothaichean cruthachachail, a tha a’ tàladh, ag altram agus a’ cumhail dhaoinn tàlantach, agus iòb far a bheth taic agus ciú air a thoirid do na h-ealain agus obraichean cruthachail.

Tha e na amas againn cuideachd dèanamh cùinteach gu bheil tuigse cheart agus luach ga chur air a’ bhàinnachd eaconamach a tha anns na h-ealain agus cultar do bheatha na h-Alba agus gu bheil spòs ga thoirid do na h-ealain.

Gu simplidh, ’s iad ar n-amasan:

Taic a chur ri talant
Taic a chur ri obair ealaín chàilear
Taic a chur ri luach-amhairc, cothroman agus gabhail pàirt
Taic a chur ris eanconaideadh chultarach
Taic a chur ri àiteachan agus na tha iad a’ cur ri Alba a tha cruthachail

Chuireadh Alba Chruthachail air bhonn ann an 2010 mar phàirt de A’chaidh Leasaicheidh na Roinne Pobail, a’ toirt ri chèile na deasantasanas a bha air Comhairle Ealaín na h-Alba agus Sgrìobh na h-Alba, cuide ri tulleadh uallaichean agus cothromain airson na buidhne uir.
Creative Scotland is the national organisation responsible for Scotland’s arts, screen and creative industries which came into being on 1 July, 2010 as part of the Public Sector reform Act, bringing together the functions of the Scottish Arts Council and Scottish Screen, with additional responsibility and scope.

Key amongst the functions for Creative Scotland include:

- Identifying, supporting and developing quality and excellence in the arts and culture from artists and creative practitioners
- Promoting understanding, appreciation and enjoyment of ‘art for art’s sake’
- Improving access to and participation in the arts and culture
- Making real, and bringing to fruition, the value and benefits of the arts and culture in Scotland
- Encouraging and supporting artistic and other creative endeavours which contribute to an understanding of Scotland’s national culture
- Advocating for and supporting the creative industries
- Encouraging and supporting other organisations who perform functions similar to Creative Scotland
- Promoting understanding, appreciation and enjoyment of ‘art for art’s sake’
- Improving access to and participation in the arts and culture
- Making real, and bringing to fruition, the value and benefits of the arts and culture in Scotland
- Encouraging and supporting artistic and other creative endeavours which contribute to an understanding of Scotland’s national culture
- Advocating for and supporting the creative industries
- Encouraging and supporting other organisations who perform functions similar to Creative Scotland

Creative Scotland’s budget in 2011/12 was £75,887,708, with £50,433,708 coming from the Scottish Government in the form of Grant in Aid and £25,454,000 coming from the Lottery. Creative Scotland is a Lottery distributor.

Organisations and individuals can apply to us for investment through our range of investment programmes. Details and guidance for these programmes can be found at www.creativescotland.com/investment.
Creative Scotland's engagement with Gaelic and Gaelic culture is already extensive and one purpose of this plan is to clarify that engagement. But we also recognise that Creative Scotland could be doing more to promote and support Gaelic language and culture and this plan also clarifies the nature of our future commitment.

Arts and Culture in Scotland is intertwined with Gaelic as both a language and a cultural influence. As such, Creative Scotland already supports Gaelic in three main ways:

- Investment and support
- Communications
- Staffing, development and training

In terms of investment and support, Creative Scotland invests significantly in organisations, artists, practitioners and projects that have Gaelic content or celebrate Gaelic culture. These investments cover the artistic and geographical spectrum from festivals such as the blas festival, HebCelt and Celtic Connections, education programmes and organisations such as SÀBHAL MÒR OSTàIg and Fèis Rois, through to infrastructure investment in arts centres like An Lanntair in Stornoway and the Scottish Storytelling Centre in Edinburgh. Creative Scotland also invests extensively in Gaelic language publication, literature and poetry (for example, the Gaelic Books Council), in Gaelic language theatre and in visual art influenced by Gaelic culture.

Through our funding for film, we also support bi-lingual and Gaelic language film, an example being Seachd, The Inaccessible Pinnacle.

We also work in partnership with MG ALBÁ and FilmG, developing Gaelic language broadcasting, TV and film.

In essence, Gaelic language and culture is already ‘normalised’ in terms of the arts and culture initiatives that Creative Scotland supports across Scotland and we are committed to continuing this investment.
In terms of communications, Creative Scotland’s brand guidelines are bi-lingual and our logo is also bi-lingual. This is not optional. We do not have different language versions of our corporate identity. Our corporate identity is always in English and Gaelic. Similarly, all staff business cards, in-office signage, our Corporate Plan and other publications are also presented in both English and Gaelic. However, we recognise that there is much more we could be doing in terms of Gaelic and bi-lingual communications and this plan outlines those commitments.

Staffing, development and training regarding Gaelic language and cultural awareness is an area where the plan outlines some significant commitments. Currently, Creative Scotland employs a part-time Gaelic Arts Officer, a resource shared with Scottish Book Trust. Creative Scotland invests in activities including the Edinburgh Unesco City of Literature, the Scottish Poetry Library, the Edinburgh Celtic Festival, the Scottish Gaelic Language Training Centre, and the Scottish Storytelling Forum.

In October 2011, Creative Scotland conducted a survey on Gaelic skills within the organisation. The survey, conducted among all 98 Creative Scotland Staff and 9 Board members, found that 9 members of staff (11.7%) described themselves as ‘having any Gaelic language skills’ with 1 member of staff describing themselves as fluent, i.e. able to speak, read and write in Gaelic.

50% of staff expressed a desire to learn Gaelic. This research has informed our commitments to providing Gaelic language training for staff and is outlined in section 4.5.1 later in this plan.

In summary, Creative Scotland is fully supportive of Gaelic language as a vital part of Scottish cultural life and we aim to continue and expand our support further through the commitments to action outlined in the following section of this plan.

An example of organisations, in which Creative Scotland invests, that deliver Gaelic arts and support Gaelic language and culture:

- An Lanntair
- An Tobar
- Association of Scottish Literary Studies
- Eden Court Theatre
- Edinburgh International Book Festival
- Fèis Rois
- Fèisean nan Gaidheal
- Gaelic Books Council
- Hi-Arts
- Horsecross Arts
- National Youth Choir of Scotland
- Pròiseact nan Ealan
- Scottish Book Trust
- Scottish Poetry Library
- Scottish Storytelling Forum
- Taigh Chearsabhagh
- Museum & Arts Centre
- Celtic Connections
- Centre for Contemporary Arts
- Edinburgh Unesco City of Literature
- HebReidian Celtic Festival Trust
- Playwrights Studio, Scotland
- Publishing Scotland
- STAnZA National Gaelic Poetry Festival

In terms of Gaelic books, Creative Scotland through the Scottish Book Festival, the Scottish Gaelic Language Training Centre, and the Scottish Storytelling Forum has a dedicated role in nurturing Gaelic language and culture, and our commitments in this area are included in our plan.

Gaelic language training for staff is currently limited. A survey conducted among all 98 Creative Scotland Staff and 9 Board members found that 9 members of staff (11.7%) described themselves as ‘having any Gaelic language skills’ with 1 member of staff describing themselves as fluent, i.e. able to speak, read and write in Gaelic.

50% of staff expressed a desire to learn Gaelic. This research has informed our commitments to providing Gaelic language training for staff and is outlined in section 4.5.1 later in this plan.
Vessel by Chris Drury,
Image reproduced by kind permission of Taigh Chearsabhagh Museum & Arts Centre, North Uist.
PRÍOMH GHEALTANASAN

“S E DLEASTANAS ALBA CHRUTHACHAIL A BHITH A’ DÈANAMH TASGADH ANNS NA H-EALAIN AGUS SAN TÀLANT AS FHEÀRR AIR FEADH GACH SEÒRSA EALAIN AIR FEADH ALBA AIR FAD.”

CORE COMMITMENTS

“CREATIVE SCOTLAND’S ROLE IS TO INVEST IN QUALITY ARTS AND TALENT ACROSS ALL ART FORMS AND ACROSS ALL OF SCOTLAND.”
In its statutory Guidance on the Development of Gaelic Language Plans, Bord na Gaidhlig identifies four core areas of service delivery that it recommends public bodies address when preparing Gaelic Language Plans, namely:

- **Identity** - Corporate identity - Signage
- **Communications** - Reception - Telephone - Mail and e-mail - Forms - Public Meetings - Complaints procedures
- **Publications** - Public relations and media - Printed material - Websites - Exhibitions
- **Staffing** - Training - Language learning - Recruitment - Advertising
  - For the purposes of better reflecting the work of Creative Scotland, we have adapted these areas for our Plan as follows:
  - **Identity** - Corporate identity - Signage
  - **Communications** - Media and public relations - Reception/Telephone - Mail and e-mail - Forms, applications and agreements - Events - Publications
  - **Web-sites and on-line

**CORE COMMITMENTS**

**PRÌOMH GHEALTANASAN**

Ann an Stiùireadh reachdail aca airson Planaichean Gàidhlig Ullachadh, tha Bord na Gàidhlig a’ comhairachadh ceithir phriomh raointean de libhirgeadh sheirbhisean a tha iad a’ moladh do bhuidhean poblach bhith a'ireil air nuair a thà iad a’ deasachadh nam planaichean Gàidhlig aca, ’s iad sin:

- **Dearnb-àithne** - Dearnb-àithne Chorporra - Soidhnichean
- **Conaltraidhean** - Fàilteachadh - Am Fòn - Post agus post-dealain - Foirmichean - Coinneamhan Poblach - Làrmheasachadh Ghearanan
- **Foilseachadh** - Dàimh poblach agus na meadhanan - Stùth ann an clò - Làraichean-fìn - Tàisbeanaidhean

Lochd-obrach
- Tèirneadh agus Ionnasachadh cànain - Fastadh lochd-obrach agus sansan obrach - Iomhas-tasgaidh
  - A’ cùr taic ri a’ Gàidhlig le ar n-obair-tasgaidh

Airson gum bi iad nas freagarraiche do dh’obair Alba Chruthachail, tha sinn air na raointean sin a cho-chur ri a Plana mar a leasas:

- **Dearnb-àithne** - Dearnb-àithne chorporra - Soidhnichean
- **Conaltradh** - Na meadhanan agus dàimh poblach - Fàilteachadh/Fòn - Post agus post-dealain - Foirmichean, iarrtasan agus aontan - Tachartasan - Stùthan foilискichte - Làraichean-fìn agus air-loidhine

Ionmhas-tasgaidh
- A’ cùr taic ri a’ Gàidhlig le ar n-obair-tasgaidh

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**PRÌOMH GHEALTANASAN**

**Luchd-obrach**
- Tèirneadh agus Ionnasachadh cànain - Fastadh luchd-obrach agus sansan obrach - Iomhas-tasgaidh
  - A’ cùr taic ri a’ Gàidhlig le ar n-obair-tasgaidh

Tha an raon mu dheireadh seo na phrìomh rùn do dh’Alba Chruthachail ann an co-thecais na fharsaing, ’s e sin ann a bhith a’ cur iomhas-tasgaidh ri, a’ déanamh tagradh às leògh agus a’ cùr air adhart ealaín agus cultar na h-Alba ann an Alba agus gu h-eadar-nàiseanta.

Tha an earrainn seo den phlana ag innse ar prìomh ghealltanasa gu mionaideach agus tha gach ghealltanais air an cur sìos mar a leasas:

- **Dearnb-àithne** - Dearnb-àithne chorporra - Soidhnichean
- **Conaltradh** - Na meadhanan agus dàimh poblach - Fàilteachadh/Fòn - Post agus post-dealain - Foirmichean, iarrtasan agus aontan - Tachartasan - Stùthan foilискichte - Làraichean-fìn agus air-loidhine

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- Tèirneadh agus Ionnasachadh cànain - Fastadh luchd-obrach agus sansan obrach - Iomhas-tasgaidh
  - A’ cùr taic ri a’ Gàidhlig le ar n-obair-tasgaidh

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- **Foilseachadh** - Dàimh poblach agus na meadhanan - Stùth ann an clò - Làraichean-fìn - Tàisbeanaidhean

**Cleachdadh làithreachd**
- Raointean leasachaidh - Targaidean - Raon-ama - Ceann oifigeair/sgioba
IDENTITY

Creative Scotland/Alba Cruthachail recognises that the presence of Gaelic in our corporate identity not only increases the visibility of Gaelic as a language in public life but it also enhances its status, increases value and appreciation and also recognition.

- **Current Practice:** Creative Scotland has one logo and that is bi-lingual, English and Gaelic. There are no optional versions of this brand identity and this is made clear in our brand guidelines that are freely available through our web-site. This logo is used on all corporate materials, signage and letterheads, etc. and it is also a condition of Creative Scotland funding that all recipients recognise this funding through the use of our logo in their own corporate and promotional materials.

- **Areas for development:** Ensure that all organisations benefitting from Creative Scotland funding, recognise this funding by incorporating the most up to date version of our logo, which is bi-lingual.

- **Targets:** All organisations benefitting from Creative Scotland funding to be using the most up to date version of our logo, which is bi-lingual.

- **Timescale:** by Q4 2012/13.

- **Lead officer/team:** Creative Scotland Communications.

DEARBH-AITHNE

Tha Alba Chruithachail mothachail nuair a tha a’ Ghaidhlig na pàirt der r-aitheach corporra gu bheil sin, chan e a-mhain a’ cur ri follaiseachd na Gàidhlig mar chànan anns a’ bheatha phoblach, ach gu bheil e ag ardachadh a h-inbhe, a’ cur ri luach a’ chànan agus spèis dhi e a’ toirt aithne do dhaoine oirre.

- **Cleachdadh Làithreach:** Tha aon suasachanta as a' Ghaidhlig agus a' chànan anns a' Ghàidhlig mar chànan anns a' bheatha phoblach, ach gu bheil e ag ardachadh a h-inbhe, a’ cur ri luach a’ chànan agus spèis dhi e a’ toirt aithne do dhaoine oirre.

- **Lead officer/team:** Creative Scotland Communications.

- **Raointean leasachaidh:** Dèan cinniteach gu bheil gach buidheann a tha a' faighinn buannachd à taic-a'igrid Alba Chruithachail a’ toirt aithne dhan mhoineachadh sin le bhitheir chur feum an sàsra as ùire den t-suaicheantais againn, a tha dà-chànanach.

- **Targaidean:** Gum bi gach buidheann a tha a’ faighinn buannachd à taic-a'igrid Alba Chruithachail a’ cleachdadh an t-suaicheantais dhà-chànanach air a h-uile stuth.

- **Raon-ama:** ann an R4 2012/13.

- **Ceann oficear/gsioba:** Conaltadh Alba Chruithachail.
SIGNAGE

• Current Practice: Creative Scotland has two offices, our headquarters at Waverley Gate in Edinburgh and a smaller office in Glasgow. Both offices have bi-lingual signage and corporate branding already in place, with fully bi-lingual signage in Edinburgh and partially bi-lingual signage in Glasgow.

• Areas for Development: Ensure that both Creative Scotland offices incorporate fully bi-lingual signage.

• Target: as above.

• Timescale: by Q4 2012/13.

• Lead officer/team: Creative Scotland Office Services.

SOIDHNICHEAN

• Cleachdadh Làithreach: Tha dà oifis aig Alba Chruthachail, ar Prìomh Oifis aig Geata Waverley ann an Dùn Èideann agus oifis nas lugha ann an Glaschu. Tha soidhnichean dà-chànanach agus suas aisteantas corporrach suas mu thràth aig an dà oifis sin, le soidhnichean gu h-iomlan dà-chànanach ann an Dùn Èideann agus pàirt dà-chànanach ann an Glaschu.

• Raointean Leasachaidh: Déan cinnireach gu bheil soidhnichean san dà oifis aig Alba Chruthachail gu h-iomlan dà-chànanach.

• Targaid: mar a tha gu h-àrd.

• Raon-ama: ann an R4 2012/13.

• Ceann oifigeach/giobas: Seirbhisean Oifis Alba Chruthachail.
COMMUNICATIONS
We recognise the importance of ‘normalising’ the use of Gaelic in our communications activity by creating opportunities for the practical use of the language in a wide range of operational situations. As such, we are committed to increasing our practical use of Gaelic in both our formal and informal communications.

MEDIA AND PUBLIC RELATIONS
Creative Scotland engages with the media, nationally and internationally, on a daily basis through news releases, media launches, on-line and social media activity. This is a very active area of communications activity.

Current practice: No Gaelic language media provision.

Areas for development: We will ensure we have a communications resource to provide media releases in Gaelic, on-line content and lead directly with Gaelic content in other communications media (e.g. publications and advertising).

Target: Agree scope and job specification for full or shared Gaelic Communications Officer and recruit the post in order to provide appropriate Gaelic media and communications for Creative Scotland.

Timescale: By end Q3 2012/13.

Lead officer/team: Creative Scotland Communications.

CONALTRADH
Tha sinn a’ tòirt fa-near cho cudromach ‘s a tha e bhith deanaan ‘abhaisdeach’ cleachdadh Gàidhlig nam r-obair chonaltraidh le bhith a’ cruthachadh chothrom an cànan a chur gu feum practaiceach ann an raon farsaing de shuidheachdhaidean gnoimhach. Tharadh sin, tha sinn a’ rùnachadh leadachd a dhebanadh air an fhèum phractaiceach a tha sinn a’ déanann de Ghàidhlig an dà chuid an conaltraidh formail agus neo-thoirmeil.

Cànan gur bhiodh ann seirbheis mheadhanan tron Ghàidhlig a thabhann an dà chuid gus conaltradh èifeachdach a bhith againn le luchd-labhairt na Gàidhlig agus cuideachd airson aig agus adhartas a thòirt air an cànain a chur gu feum gu gnoimhach agus gu làithreil.

Càcaidadh Làithreach: Chan eilear a’ solarachadh seirbhèis Gàidhlig do na meadhanan.

Raointean leasachadh: Nì sinn cinnteach gu bheil seirbhèis Gàidhlig do na meadhanan.

Raointean leasachadh: Nì sinn cinnteach gu bheil seirbhèis Gàidhlig do na meadhanan an Gàidhlig, cho math ri stuthan air-loidhne, ‘s a dol gu dìreach gu na meadhanan Gàidhlig déan cinnteach gu bheil seirbhèis Gàidhlig a thogail an gnothachd do na meadhanan an Gàidhlig, cho math ri stuthan air-loidhne, ‘s a dol gu dìreach gu na meadhanan Gàidhlig, cheum a’ chlachdadh deanaan an Gàidhlig, gu bheil na meadhanan air-loidhne, foillseachadh agus air-loidhne eile agus a bhith aig tùs gnothaich le susbaint Ghàidhlig air ar làrach-lìn agus gnothachd eile de na meadhanan a bhith aig tùs gnothaich le susbaint Ghàidhlig an Gàidhlig na meadhanan conaltraidh eile (m.e. foillseachadh agus sansachdach).

NA MEADHANAN IS DÀIMH POBLACH

Tha Alba Chruthachail a’ déileagadh ri na meadhanan, gu nàiseanta ’s gu h-eadar-nàiseanta, air stèidh làithleil le brathan-naidheadh, folliseachaidhean leis na meadhanan, gnoimhain air-loidhne agus sinna meadhanan sòisealta. ’S e roinn gnoimhach chonaltraidh gu math trang a thaoiseachadh. An-dràsta, ’s ann aon tron Bheurla a mhàin a thàin sinn a’ déileagadh ris ri na meadhanan, gu gnoith aird gheudachd Lochdhiadh a bhith ann a thòirt air an cànain a chur gu feum gu gnoimhach agus gu làithreil.

• Cleachdadh Làithreach: Chan eilear a’ solarachadh seirbhèis Ghàidhlig do na meadhanan.

• Raointean leasachadh: Nì sinn cinnteach gu bheil seirbhèis Gàidhlig do na meadhanan.

• Raointean leasachadh: Nì sinn cinnteach gu bheil seirbhèis Gàidhlig do na meadhanan an Gàidhlig, cho math ri stuthan air-loidhne, ‘s a dol gu dìreach gu na meadhanan Gàidhlig déan cinnteach gu bheil seirbhèis Gàidhlig a thogail an gnothachd do na meadhanan an Gàidhlig, cho math ri stuthan air-loidhne, ‘s a dol gu dìreach gu na meadhanan Gàidhlig, cheum a’ chlachdadh deanaan an Gàidhlig, gu bheil na meadhanan air-loidhne, foillseachadh agus air-loidhne eile agus a bhith aig tùs gnothaich le susbaint Ghàidhlig air ar làrach-lìn agus gnothachd eile de na meadhanan a bhith aig tùs gnothaich le susbaint Ghàidhlig an Gàidhlig na meadhanan conaltraidh eile (m.e. foillseachadh agus sansachdach).

• Targaid: Aontaich raon agus cunntas-obrach airson Oifigear Conaltraidh Gàidhlig, Iain-uine no air a roinn, agus faidh na bhith dhan dreachd los conaltraidh Gàidhlig Iomchaidh do na meadhanan a sholarachadh a seilich fa-ealta Alba Chruthachail.

• Raonta-ama: ro dheireadh R3 2012/13.

• Ceann oifigear/sgioba: Conaltraidh Alba Chruthachail.

• Ceann oifigear/sgioba: Conaltraidh Alba Chruthachail.

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**RECEPTION/TELEPHONE**

- **Current practice**: We currently have two receptions in Edinburgh and Glasgow. There is currently no guidance available to reception staff on dealing with enquiries in Gaelic, nor do we have any Gaelic speaking staff available for reception duties. Welcome messages are not available in Gaelic.
- **Areas for development**: Guidance will be developed for reception staff on how to deal with enquiries, calls, etc. from Gaelic speakers. Gaelic awareness training will be provided for reception staff. Review welcome messages and develop Gaelic option.
- **Targets**: Develop guidance for reception staff. Provide Gaelic awareness training for reception staff (as part of all staff awareness training). Allow interested reception staff to learn Gaelic if they so wish. Provide access to a Gaelic speaking member of staff if required. Develop Gaelic welcome message as an option for callers.
- **Timescale**: By Q4 2012/13.
- **Lead officer/team**: Creative Scotland HR, Communications and Office Services.

**FÂILTEACHADH/FÔN**

- **Cleachdadh Lèitreach**: Tha an-dràsta dà ionad-fâilte againn, ann an Glaschu is Dùn Èideann. Chan eil aig an am seo stiùireadh ann do luchd-obrach aig na h-ionadan-fâilte a thaobh dèiligeadh ri ceistean ann an Gàidhlig, agus chan eil luchd-obrach le Gàidhlig againn saoir airson obair fàilteachaidh. Chan eil teacdhàireachdach fàilte rim faictean sa Ghàidhlig.
- **Targaidean**: Ullaich stiùireadh dhan luchd-fâilteachaidh. Lìbhreach trèanadh ann a bhith mothachail air Gàidhlig do luchd-obrach ionadan-fâilte (mar phàirt de gach trèanadh a gheibh luchd-obrach ann a bhith mothachail). Thoir cead do luchd-fâilteachaidh aig a bheil ùidh ann an Gàidhlig an cànán ionnsachadh ma tha iad miannach air sin. Thoir cothom bruidhinn ri neach-obrach le Gàidhlig ma tha sin a dìthh. Ullaich teacdhàireachd fàilte Ghàidhlig mar roghann do dhaoine tha fònadh.
- **Raon-ama**: ann an R4 2012/13.
- **Ceann oifigeach/giobha**: GD Alba Chruthachail, Conaltradh agus Seirbheisean Oifis.
Cleachadh Làithreach: An-dràsta, bidh ceistean a gheibhmean sa Ghàidhlig air am freagairt sa Ghàidhlig ach chan eil sinn gu gnìomhach a’ cur air adhart na roghain a bhith a’ conaltradh rinn sa Ghàidhlig ’s mar sin ’s e glè bheag tha tachair. Cha bhi Gàidhlig againn ann an ainmeachaidhean-sgrìobhte no àicheidhean post-d.


TARGETS:

• Ceannòfar/sgioba: IT Alba Chruthachail agus Conaltradh.

• Na h-àitean leasachaidh:

  • Cumaidh sinn a’ gabhail ri conaltradhean sa Ghàidhlig.
  • Cumaidh sinn a’ freagairt ann an Gàidhlig conalraidhean a gheibh sinn sa chàn.
  • Misnichidh sinn luchd-labhair na Gàidhlig conaltradh rinn sa Ghàidhlig mas e sin an roghain.
  • Bidh sinn a’ toirt a-steach ainmeachaidhean-sgrìobhte agus àicheidhean dà-chànanach.

• Targaidean: Cùm sùil air na tha sinn a’ fàgadh de chonaltradhean sa Gàidhlig. Foillisch ar n-aonta conalraidhean fraighinn sa Ghàidhlig mas e sin a thathas ag iarraidh. Dèan cinnleadag gu bheil pusit-d bhò Alba Chruthachail a’ ghlànaic ainmeachaidhean-sgrìobhte agus àicheidhean dà-chànanach.

• Raon-ama: ann an R3 2012/13.

• Lead officer/tean: Creative Scotland IT and Communications.

• Timescale: By Q3 2012/13.

• Lead officer/tean: Creative Scotland IT and Communications.

• Current practice: Currently, any Gaelic enquiries are responded to in Gaelic but we do not actively promote the option to communicate with us in Gaelic so such contact is minimal. We do not include Gaelic in e-mail signatures or disclaimers.

• Areas for development: We will continue to accept communications in Gaelic. We will continue to reply to Gaelic to communications received in the language. We will encourage Gaelic speakers to communicate with us in Gaelic if that is their preferred option. We will introduce bi-lingual e-mail signatures and disclaimers.

• Targets: Monitor the number of communications received in Gaelic. Promote our acceptance of communications in Gaelic if that is the preferred option. Ensure that Creative Scotland e-mails carry bi-lingual signatures and disclaimers.

• Current practice: Currently, any Gaelic enquiries are responded to in Gaelic but we do not actively promote the option to communicate with us in Gaelic so such contact is minimal. We do not include Gaelic in e-mail signatures or disclaimers.
A significant part of Creative Scotland’s interaction with our customers and stakeholders takes the form of applications for investment through our investment programmes. As such, communications through forms, applications, agreements, etc. is a key way in which our audiences experience dealing with Creative Scotland.

- **Current practice:** In our Corporate Plan, we currently state that “certain publications can be made available in Gaelic”.

- **Areas for development:** We will continue to offer all corporate publications in Gaelic and will increase this commitment to include applications for investment and associated forms, letters of agreement and any other forms or notifications. We will also make a clear statement on our web-site that we will accept forms and communications in Gaelic.

- **Targets:** All forms, applications and agreements available in Gaelic. Statement on web-site and in Corporate Plan. Bi-lingual versions of all form templates available.

- **Timescale:** By Q2 2013/14.

- **Lead officer/team:** Creative Scotland Communications and Business Affairs.

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FoiRmichean, iarRtasan aGus aontan

Tha iarrtasan airson airgead-tasgaidh tro na programan tasgaidh againn nam pàirt chudromach den chonaltadh a tha aig Alba Chruthachail ri ar luchd-ceannaich is luchd-seilbh. San dòigh sin, tha conaltradh tro fhormichean, iarrtasan, aontan, ’s msaa, na phriormh mhodh anns a bheil ar luchd-cleachdadh a’ taighirn eòlas air dèiligeadh ri Alba Chruthachail.

- **CLEACHDADH LÀITHREACH:** Sa Phlana Chorporra againn, tha sinn an-dràsta ag ràdh “gum faighear cuid de dh’fhollseachdhean ann an Gàidhlig”.

- **RAON-AMA:** ann an R2 2013/14.

- **CEANN OFIGEAR/gpoba:** Conaltradh Alba Chruthachail agus Cùisean Gnothachais.

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Gaelic lanGuaGe Plan | PLANA GÀIDHILG

Earrann 4.3.4 FOIRMICHÉAN, IARRTASAN AGUS AONTAN

Tha iarrtasan airson airgead-tasgaidh tro na programan tasgaidh againn nam pàirt chudromach den chonaltadh a tha aig Alba Chruthachail ri ar luchd-ceannaich is luchd-seilbh. San dòigh sin, tha conaltradh tro fhormichean, iarrtasan, aontan, ’s msaa, na phriormh mhodh anns a bheil ar luchd-cleachdadh a’ taighirn eòlas air dèiligeadh ri Alba Chruthachail.

- **TARGETAIDEAN:** Foirmichean, iarrtasan agus aontan uile rim faoatainn sa Gàidhlig. Altris air an làrach-lìn againn agus sa Phlana Chorporra. Tionnaidhean dà-chànanach den a h-ule bun-dheach rim faoatainn.

- **CEANN OFIGEAR/gpoba:** Conaltradh Alba Chruthachail agus Cùisean Gnothachais.
Creative Scotland has a dedicated resource for events, a dedicated events space at our headquarters and we run a range of events for staff, stakeholders and the arts and culture sector throughout the year on a range of subjects and for a range of purposes. Some of these take place in our dedicated events space while others take place at venues around the country in the form of receptions, roadshows, launches, workshops, etc.

• Current Practice: There is no formal policy for the role of Gaelic in our events programme, however, all events are fully branded using our logo that is bilingual.

• Areas for development: Increase the potential for Gaelic use at events, for example, by including some Gaelic in presentations as appropriate, in speeches, and in corporate event materials (particularly in parts of the country where Gaelic is more widely spoken). Consider Gaelic arts focussed events as part of our annual programme.

• Targets: Ensure Gaelic is higher profile on events materials (banners, leaflets, presentations, etc.). Identify key Gaelic phrases for use in speeches and presentations by key Creative Scotland staff and deliver training to support this. Identify events within the programme that are more appropriate for Gaelic content (by subject and by geography). Build good Gaelic practice into Creative Scotland’s events strategy.

• Timescale: Events strategy by end Q3 2012/13.

• Lead officer/team: Creative Scotland Communications.
Continue to develop bilingual publications in partnership with other organisations and stakeholders.

**Current practice:** Some of our corporate publications are produced in Gaelic on request (e.g. our Corporate Plan) while others are produced bilingually (e.g. our 2012 Year of Creative Scotland calendar), however, there is no formal policy in place regarding Gaelic and our corporate publications, including surveys and research.

**Areas for development:** Develop a policy and guidelines for producing Gaelic and bilingual publications with the aim of producing all Creative Scotland corporate publications, including surveys and research. Explore the development of Gaelic and the Arts publications (or on-line materials) that look at the connection between Gaelic and the arts and culture of Scotland.

**Timescale:** Guidelines in place by Q5 2012/13 and implemented through the update of Creative Scotland’s Corporate Plan. All corporate publications produced bilingually by Q4 2013/14.

**Lead officer/teams:** Creative Scotland Communications.

**Target:** All corporate publications in Gaelic and bi-lingual publications in place regarding Gaelic and our Gaelic publication developed and communicated internally and externally. Feasibility of Gaelic and the Arts publications explored.

**Raointe Leasaichd:** Cruthach poisleasadh agus stiùireadh airdon air an cur ann an Gàidhlig ma thèid sin iarraidh (e.g. Plana Corporra) agus feadhainn eile a’ tachinn a-mach gu dà-chànanach (m.e. mìosachan 2012 Biladhna Alba Chruthachail); gidheadh, chan eil poisleasadh foirmeann ann a thoabh na Gàidhlig agus air an dèanamh gu dà-chànanach corporra, a’ gabhail a-steach rannsachadh agus sgriùidheadh.

**Cuìm a’ toirt foillseachaidhean dà-chànanach air adhart ann air an compàirteachas le buidhnean eile agus luchd-seilbh.**

**Targaidean:** Bidh a h-uile foillseachadh corporra air an dèanamh gu dà-chànanach. Stùiridh an Leasaichd airson foillseachadh sa Gàidhlig air an toirt gu buil agus gan spaolachadh taobh a-steach Alba Chruthachail agus a-muigh.

**Raon-ama:** Stùiridh an am follais ann an R3 2012/13 agus air an toirt gu buil nuair a thèid Plana Corporra Alba Chruthachail ath-uradhach. Foillseachaidhean corporra uile air an dèanamh gu dà-chànanach ann an R4 2013/14.

**Ceann ofígear/sgioba:** Conaltradh Alba Chruthachail.
Creative Scotland is very active on-line. We have a corporate web-site which attracts more than 100,000 unique users every month, accessing the site or information on what’s happening in arts and culture in Scotland, on investments and funding, on job opportunities in the sector and on information on Creative Scotland. We also have a number of satellite web sites, one of which focuses on Gaelic arts (see www.ealainghaidhlig.com) and we also support through investment other on-line resources for Gaelic and Gaelic arts (for example: www.gaelic-arts.com). We are committed to providing both Gaelic access through our on-line communications as well as promoting both the language and the culture through our digital communications. We are also active in the social media space and utilise both twitter and Facebook for communications with followers on a daily basis.

Creative Scotland is also, currently, reviewing and updating all of our web content and our approach to on-line and social media communications. This will continue through 2012/13.

Current practice: Although we either provide or support significant amounts of Gaelic content and activity on-line, we do not have a policy for on-line Gaelic communications.

Areas for development: We will produce a clear one-line communications policy for Gaelic for our corporate web-site and other satellite web-sites that we control. We will aim to provide key content in bilingual format with longer-term aim to provide all on-line content bilingually.

Targets: Gaelic policy for Creative Scotland web and on-line communications developed. All on-line content provided bilingually.

Timescale: Gaelic policy for web by Q3 2012/13. All content bilingual by end Q4 2013/14.

Lead officer/team: Creative Scotland Communications.

Gaelic Language Plan

Tha Alba Chruthachail cleachdadh dha bhreìgh air-loidhne. Tha làrach-lìn corpurach againn a tha a’ tâdh bannachd air 100,000 luchd-chealadh òra gach mìos, a’ tâdhunn chun làrach-lìn airson fios mu dè tha tachairt a thaoibh nan-ealaín agus cultar ann an Alba, mu airgead-rasGaighd aignis agus maoinneachadh, mu chothroman obrach san rinn agus mu Alba Chruthachail fhein. Tha cuideachd òrbheathan de làrach-lìn ealainghaidhlig rinn, aon a tha a’ cur cuideam air na h-ealaín Ghàidhlig (faic www.ealainghaidhlig.com) agus tro airgead-seilbh thinn a chuid cuideachd a’ toirt taic do stobarsan air-loidhne eile airson na Ghàidhlig agus ealaín Ghàidhlig. (m.e. www.gaelic-arts.com). Tha e na rinn dhuinn a bhith a’ tabhachd dorais dhan Ghàidhlig nar conaltraidhean air-loidhne cho math ri bhith chur air adhart an dà chuid an clàn agus an cultar leis na conaltraidhean didseachtaig againn.

Tha sin cuideachd ghròmhach ann an raon nam meadhanaidh sòisealtach agus tha sin a’ cur Twitter agus Facebook gu feum ann an conaltraidhean le rìgh luchd-leantainn gu lèithill.

Tha Alba Chruthachail cuideachadh, aig an às seo, a’ deanamh measadh agus air-sasaidh air sasaidh na tha againn air an Lion agus mar a tha sinn a’ deiligheadh ri conaltraidhean air-loidhne agus meadhanaidh sòisealtach. Cumaidh seo a’ dol tro 2012/13.

Cleachdadh Làithreach: Ged a tha sin a’ fhabhrigeadh no a’ toirt taic do chuíbhream mhath de stuthan Ghàidhlig agus gนมhnan air-loidhne, chan eil polasaidth againn airson conaltradh Ghàidhlig air-loidhne.

Raointean Leasachadh: Cruthaichidh sinne polasaidth conaltradh soilleir air-loidhne dhan Ghàidhlig air-air is ionadh agus air-làrach-lìn corpurach aig làrach-lìn ealainghaidhlig air a bhéil smadhach againn. Bidh e na amas dhùinn an t-sasaidh air an rinn deas air-loidhne do na h-earlaigh neachd thar mhàth de stuthan Ghàidhlig agus gòomp a chòillte air-air, cultar airson polasaidth agus conaltradh Ghàidhlig aig lùth. Chan eil polasaidth againn air-air leamhaidh, ri polasaidth an t-sasaidh air-loidhne leádaig a bhith ann an rìochd dà-chànanach le amas ann an úire nas fhaidle gum bi an t-sasaidh air-loidhne uile dà-chànanach.

Targaidean: Gum bi polasaidth Ghàidhlig air a thoir gu ire do dh’Alba Chruthachail airson conaltradh air-ios agus air-loidhne. Gum bi gach sasaidh air-loidhne dà-chànanach.
STAFFING
Creative Scotland recognises the importance of Gaelic language skills within our organisation as an essential communication tool and a desirable benefit to our customers and stakeholders. We also recognise the value of staff awareness of the language, culture and the role that it plays in our arts and culture and in life in Scotland more generally.

We understand that the provision of language learning for staff helps to promote adult Gaelic learning as well as promoting and demonstrating Gaelic as a valuable skill to acquire. Gaelic contributes greatly to the status of language learning for staff helps to promote adult Gaelic learning as well as promoting and demonstrating Gaelic as a valuable skill to acquire.

Creative Scotland currently employs a part-time (0.5 FTE) Gaelic Arts officer as a shared resource with bord na Gàidhlig, we support an Àite eadar na Facail le sam love.

Gàidhlig on the progress of Gaelic learning at Creative Scotland. We understand that the provision of training and language awareness sessions for all staff. We are running a series of Gaelic learning for staff and also supports Gaelic learning for staff as a shared resource with bord na Gàidhlig, we support an Àite eadar na Facail le sam love.

Current practice: Creative Scotland supports Gaelic learning for staff that wish to learn the language and we are running a series of Gaelic awareness sessions for all staff.

Areas for development: Prioritise training for those staff who have regular contact with the public or who might deal with Gaelic speakers as part of their daily work. Make training available and promote Gaelic learning for all staff. Continue to deliver a programme of Gaelic awareness training. We will monitor and report annually to Bòrd na Gàidhlig on the progress of Gaelic learning at Creative Scotland.

Targets: Identify members of staff for whom Gaelic language training would be appropriate and necessary. Identify training options and make available to all staff.

Languages: Gaelic training in place for key staff by end Q4 2012/13. Gaelic training for all staff available by Q1 2013/14.

Lead officer/team: Creative Scotland HR.

Currently employed a positive skill to acquire.

Creative Scotland recognises the importance of Gaelic language skills within our organisation as an essential communication tool and a desirable benefit to our customers and stakeholders. We also recognise the value of staff awareness of the language, culture and the role that it plays in our arts and culture and in life in Scotland more generally.

We understand that the provision of language learning for staff helps to promote adult Gaelic learning as well as promoting and demonstrating Gaelic as a valuable skill to acquire. Gaelic contributes greatly to the status of language learning for staff helps to promote adult Gaelic learning as well as promoting and demonstrating Gaelic as a valuable skill to acquire.

Creative Scotland currently employs a part-time (0.5 FTE) Gaelic Arts officer as a shared resource with bord na Gàidhlig, we support an Àite eadar na Facail le sam love.

Gàidhlig on the progress of Gaelic learning at Creative Scotland. We understand that the provision of training and language awareness sessions for all staff. We are running a series of Gaelic learning for staff and also supports Gaelic learning for staff as a shared resource with bord na Gàidhlig, we support an Àite eadar na Facail le sam love.

Current practice: Creative Scotland supports Gaelic learning for staff that wish to learn the language and we are running a series of Gaelic awareness sessions for all staff.

Areas for development: Prioritise training for those staff who have regular contact with the public or who might deal with Gaelic speakers as part of their daily work. Make training available and promote Gaelic learning for all staff. Continue to deliver a programme of Gaelic awareness training. We will monitor and report annually to Bòrd na Gàidhlig on the progress of Gaelic learning at Creative Scotland.

Targets: Identify members of staff for whom Gaelic language training would be appropriate and necessary. Identify training options and make available to all staff.

Languages: Gaelic training in place for key staff by end Q4 2012/13. Gaelic training for all staff available by Q1 2013/14.

Lead officer/team: Creative Scotland HR.

Currently employed a positive skill to acquire.

Creative Scotland recognises the importance of Gaelic language skills within our organisation as an essential communication tool and a desirable benefit to our customers and stakeholders. We also recognise the value of staff awareness of the language, culture and the role that it plays in our arts and culture and in life in Scotland more generally.

We understand that the provision of language learning for staff helps to promote adult Gaelic learning as well as promoting and demonstrating Gaelic as a valuable skill to acquire. Gaelic contributes greatly to the status of language learning for staff helps to promote adult Gaelic learning as well as promoting and demonstrating Gaelic as a valuable skill to acquire.

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Lead officer/team: Creative Scotland HR.

Currently employed a positive skill to acquire.

LUCHD-OBRACH

Tha Alba Chruthachail a’ toirt fa-near cho cudromach ‘s a tha sgilean cànain taobh a-staigh a bheidhe mheadhan conairadh riatanach agus mar shochair ion-mhìlanachd do ar luch-cèannaisgh agus luchd-seilbh. Tha sinn cuideachd ag aithneachadh an luach a tha ann an luchd-obrach a bhith mothachadh mìlanachd mµ ‘s mun chualtar ‘s mun phàrlart a thà aice sna h-èalan agus an cultar agus ann am beatha Alba san fìròsainEachd.

Tha sinn a’ tuiginn gu bheil cóthroman a bhith ann dhan luchd-obrach-cànan iomchaidh na chuideachadh le adhartachadh foghlan Gàidhlig do dh’iobhrach cho math ri bhith ‘s a’ air adhart agus a’ seltainn gu bheil Gàidhlig na sgìl fhreumail ann an sinneachadh obrach. Tha bhith a’ comharradhachd obraichean far a bhéil Gàidhlig na sgìl riatanach a’ cur mu rèir ri bheil a’ chànan agus ga cur fa chomhair dhòin air sgìl as thòin a bhith aca.

Tha Alba Chruthachail aig an àm seo a’ toirt obair do dh’Oifigear Ealain Gàidhlig pàirt-ùine (0.5), obair a tha a’ chànain agus ga cur fa chomhair dhòin air sgìl ri bhith a chuideachadh a thòirt do dhaoine air Gàidhlig.

Tha Alba Chruthachail a’ toirt fa-near cho cudromach ‘s a tha sgilean cànain taobh a-staigh a bheidhe mheadhan conairadh riatanach agus mar shochair ion-mhìlanachd do ar luch-cèannaisgh agus luchd-seilbh. Tha sinn cuideachd ag aithneachadh an luach a tha ann an luchd-obrach a bhith mothachadh mìlanachd mµ ‘s mun chualtar ‘s mun phàrlart a thà aice sna h-èalan agus an cultar agus ann am beatha Alba san fìròsainEachd.

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Tha Alba Chruthachail aig an àm seo a’ toirt obair do dh’Oifigear Ealain Gàidhlig pàirt-ùine (0.5), obair a tha a’ air a roin le Bòrd na Gàidhlig, tha sinn a’ toirt tac do luchd-obrach a bhith

ag iomchaidh na Gàidhlig agus tha sinn cuideachadh a’ rùith program dhèisealan airson barrachd mothachadh a thoirt do dhaoine air Gàidhlig.

TRÈANADH AGUS IONNSACHADH CÀNAIN

• Cleachdadh Làithreach: Tha Alba Chruthachail a’ toirt taic do luchd-obrach a thà aig iarradh an cànain iomchaidh agus tha sinn a’ ruth sheath sheisean dhàn luchd-obrach air faid airson barrachd mothachadh a bhith ann air a’ Gàidhlig.

• Raointean Leasachaidh: Cuir barrachd cuideirm air trèanadadh do luchd-obrach a’ thà a’ bruidhinn gu cunbhachal ris a’ phoill na thà a’ dèileadh ri luchd-labhàirt ri Gàidhlig mar phàirt dhan dobar lar-leith. Cuir trèanadadh an comas an luchd-obrach agus cuir air adhart iomchaidh na Gàidhlig dhan luchd-obrach uile. Cuaidh sinn sùil air an adhartas a thaithar a’ deànamh le iomchaidh na Gàidhlig aig Alba Chruthachail agus cuiridh sinn aithisg gach bliadhna gu Bòrd na Gàidhlig.

• Targaidheachd: Comhairraich na buil dhan luchd-obrach dhalb biobdh trèanadadh sa Gàidhlig iomchaidh agus riatanach. Comhairraich roghainnean trèanadadh agus cuir an comas iad dhan luchd-obrach uile.


• Ceann ofigel/spòba: GD Alba Chruthachail.

| An Àite Eadar na Facail le Sam Love, a ghèidh duais FilmG 2012, | Filmò 2012 Winner, An Àite Eadar na Facail by Sam Love, | Images and Filmò logo reproduced by kind permission of MG ALBA. |
**Fastadh agus sanasachd airson luchd-obrach**

**Current practice:** Creative Scotland currently has one Gaelic speaker in post, the Gaelic Arts Officer post shared with bord na Gaidhlig. We do not, at present, have a Gaelic recruitment policy or designated Gaelic posts.

**Areas for development:** Designate ‘Gaelic essential’ and ‘Gaelic Desirable’ posts as part of a Gaelic recruitment policy. Position Gaelic within this policy as a desirable job skill (alongside other languages). Bilingual recruitment advertising.

**Targets:** Scope the resources required to engage effectively with Gaelic media and to help implement bilingual marketing communications, publications and internal translation. Scope the resources required to lead on the ‘normalisation’ of Gaelic across our investment in projects and organisations across art forms.

**Lead officer/team:** Creative Scotland hr and Communications.

**Timescales:** Gaelic Communications Officer and Gaelic Development Officer in post by end Q4 2012/13. Gaelic recruitment policy in place by the end of Q3 2012/13 including policy on bilingual recruitment advertising.

**Lead officer/team:** Creative Scotland hr and Communications.
Creative Scotland’s role is to invest in quality arts and talent across all art forms and across all of Scotland. We are here to help Scottish creativity thrive and, in turn, contribute to a thriving Scotland. As part of this, we also have a key role as an advocate for, and promoter of, Scottish creativity at home and internationally.

Historically, Gaelic has had a major influence on cultural life across Scotland. Today, Gaelic language continues to be a significant influencing force on our cultural output, despite facing challenges it faces in terms of survival as a vital and living language.

We recognise the role that investment in arts and culture can play in strengthening Gaelic language and its recognition as a key part of public life. Through our investments and our support for arts and culture projects and organisations, Creative Scotland aims to ‘normalise’ Gaelic as part of Scotland’s cultural language, strengthening its position and raising its profile amongst the arts and culture sector and the public alike, at home and abroad.
Current practice: We currently invest in supporting Gaelic through our investments. This will include the Gaelic Language Plan and the requirements set out in Section 4.6.1 of G Sparrow: Forms, geographies, and audiences. The requirements will ensure that the Gaelic language is 'normalised' across all art forms, particularly traditional arts. However, commitment to supporting Gaelic language publishing and our long-standing commitment to supporting Gaelic language publishing through initiatives such as the Gaelic Books Council. However, commitment to supporting Gaelic across all art forms, but particularly limited to the traditional arts sector, could be said to be limited to the traditional arts sector, which does not necessarily help with the Gaelic language could be said to be supported in and work with, for example, annual returns reporting. We will report this to Bora na Gàidhlig as part of our Gaelic Language Plan among the organisations, associates and third parties that we invest in and work with, for example, annual returns reporting. We will report this to Bora na Gàidhlig as part of our annual report on the implementation of our Plan.

Areas for development: Develop policy, practice and guidelines for supporting Gaelic across art forms and projects and organisations that Creative Scotland invest in and support. This will include guidance for staff on supporting Gaelic language and culture and guidance for the arts and culture sector. Identify the resources to manage and deliver this policy work across all art forms and with the arts and culture sector to implement this policy (parallel to our Youth Development work, for example). Through this policy and resource we will develop plans to encourage take up of the principles outlined in this Plan among the organisations, associates and third parties that we invest in and work with. This will include the Gaelic Language Plan among the organisations, associates and third parties that we invest in and work with, for example, annual returns reporting. We will report this to Bora na Gàidhlig as part of our annual report on the implementation of our Plan.


Lead officer/team: Creative Scotland HR and Creative Development.

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Claigeann Òr bho A’ Fighe a’ Cheò – Knitting Fog, Deirdre Nelson, Toigh Chearsabhagh & Ionad-ealain Chearsabhagh, Uibhist a Tuath, 2008.

Taing do Stephen Carter airson na h-ìomhaigh a tha air a foillseachadh le cead fialaidh Taigh Tasgaidh & Ionad-ealain Chearsabhagh, Uibhist a Tuath.


Image courtesy of Stephen Carter and reproduced by kind permission of Taigh Chearsabhagh Museum & Arts Centre, North Uist.
“BUILEACHADH AGUS MEASADH

BIDH AM PLANA GÀIDHLIG SEO A’ SEASAMH AIRSON 5 BLIADHNA BHON ÀM A THÈID FHOILLSEACHADH NO GUS AN TÈID PLANA ÙR A CHUR NA ÀITE.”

IMPLEMENTATION AND MONITORING

“THIS GAELIC LANGUAGE PLAN WILL REMAIN IN PLACE FOR A PERIOD OF 5 YEARS FROM PUBLICATION DATE OR UNTIL A NEW PLAN HAS BEEN PUT IN PLACE.”
IMPLEMENTATION AND MONITORING

TIMETABLE
This Gaelic Language Plan will remain in place for a period of 5 years from publication date or until a new plan has been put in place. In Chapter 4 we have set out specific target dates for when we expect to implement specific commitments.

PUBLICISING THE PLAN
Our Gaelic Language Plan will be published bilingually on our web-site. In addition we will:

- Issue a news release announcing the Plan.
- Make copies of the Plan available in our offices and reception areas.
- Make copies of the Plan available to our funded organisations and the arts and culture sector.
- Make the Plan known to all staff via our intranet and internal information channels.
- Distribute copies of the Plan to other stakeholders across Government.
- Make copies available on request.

ADMINISTRATIVE ARRANGEMENTS FOR IMPLEMENTING THE GAELIC LANGUAGE PLAN
This Plan is the policy of Creative Scotland and has been endorsed by both our Senior Management team and Board.

The Chief Executive will be ultimately responsible for ensuring that Creative Scotland delivers on the commitments set out in this Plan. Guidance will be produced and made available to all staff explaining what the Plan means for them. We will ensure that agreements or arrangements with third parties that relate to the delivery of our services follow the terms of this Plan. This commitment includes any services that may be contracted out. Where the third party does not have a Gaelic Language Plan in place, we shall encourage them to follow the terms of the Plan. We will ensure that the rules of the current Gaelic Orthographic Conventions are followed and we will use Gaelic place-names as agreed by A'Inmean-àite na h-Alba.

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CLÀR-AMA
Bidh am Plana Gàidhlig seo a’ seumasg airson 5 bliadhna bhon a bheàrthadh na ghealltanas a roin air an tèid pla na rùth ar a chur air leài. Ann an Càidiodh 4 chuir sinn sìos air mion-thargaidean cinn-latha nuair a thàinig air a thIÓN an dùil na ghealltanas an玑iche a chòileanadh.

A’ CÚR A’ PHLANA AM FOLLAIS
Thèid ar Plana Gàidhlig fhòillseachd gu da-chànanach air ar làrach-lìn. A bharrachd air sin rì sin nà leanas:

- Cuiridh sinn brath-naidheachd a-mach ag iomadh mun phìoalaich.
- Bidh leithbhearsan den Phìlaim rùth ar fàilte airn-foilseachd agus ionadan-fàilte.
- Bidh e comasach do bhuidhean tha faighinn taic-ar-A' Bhaile Bhuainn agus roinn nan ealaín agus cultar leithbhearsan den Phìlaim faothainn bhuainn.
- Innisidh sinn mun Phìlaim dhan luchd-obrach uile leis eadar-lòn agus air in-mheadhanan fiosraichd.
- Cuiridh sinn leithbhearsan den Phìlaim gu luchd-seilbhe eile air fedadh an Rìoghailtais.
- Bidh leithbhearsan rìom featainn mar a thaggas gan iarradh.

MODHAN RIANACHAIL AIRSON AM PLANA GàIDHlig A THORTH GU BUIL
'S e am Plana seo poileasaidh Alba Chruthachail agus chaidh a bharrachd airn lèir-n-Ard-sgioba Stùiridh.

Aig deireadh gnothac's ann rì air a' Cheannard a bhith do dhealladh a bhith nam aon-chuinnadh Cheannard. Far eil Plana Gàidhlig air uillachadh aig an 'treas partaidh', misnichidh sinn lèir-gus-cumhachan a' Phìlaim, Tha an gealltanas seo a' gabhail a-steach le sèisean bhi dh'hiadhadh a bhith nam aon-chuinnadh Cheannard. Nì th'ann a' Ceannard a' gabhail a-steach le sèisean bhi dh'hiadhadh a bhith nam aon-chuinnadh Cheannard.

Thèid stiùireadh a dhèanamh agus a thòid dhan luchd-obrach air fad a' mineachadh dè tha am Plana a' cleachdadh dhàithis. Nì th'ann cinnteach gus bheil aontainn agus còrdaidhean ghnìomha a rinn sin le 'treas partaidh' agus 'treas partaidh' a' cheannaireil ri bhàrtaidh a' stàphaidhean a' leantainn cumhachan a' Phìlaim. Tha an gealltanas seo a' gabhail a-steach le sèisean bhi dh'hiadhadh a bhith nam aon-chuinnadh Cheannard.

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RESOURCING THE PLAN

The Plan has been devised based on the current resources available to Creative Scotland with the exception of the recommendation that new resources be explored in order to deliver aspects of Communications and investment activity. We will explore the potential to share these resources with one or more other Government organisation, NDPb or Agency.

Should current resources change, we will make adequate provision and amendments to ensure the ongoing delivery of the Plan.
MONITORING THE IMPLEMENTATION OF THE PLAN

Throughout the implementation of the Gaelic Language Plan, we will:

- Prepare a quarterly and annual report on the Gaelic activities undertaken by Creative Scotland in terms of publications, website, media relations, and training.
- All Gaelic enquiries will be logged and responded to.
- Monitor the number of staff learning Gaelic and their training needs.
- Provide a list of all our publications available in Gaelic and publicise this through our website.
- Provide media statistics on the level of our media engagements in Gaelic, including bilingual advertising of future posts.
- Ensure staff attend Gaelic Awareness Sessions through 2012/13.
- Ensure bilingual advertising of all Gaelic posts.
- Monitor the number of positions at Creative Scotland designated as 'Gaelic essential' and 'Gaelic desirable'.

Creative Scotland will provide an annual report to Bord na Gàidhlig on the progress and implementation of the commitments outlined in this plan.
ÀIREAMH LUCHD-LABAIRT NA GÀIDHlig ANN AN ROINN-OBRACH ALBA CHRUTHACHAIL.

Tha roinn-obrach Alba Chruithachail a’ gabhaich steach Alba air fad agus gu h-eadar-nàiseanta. Tha roinn-obrach Alba Chruthachail a’ gabhail steach Alba air fad agus gu h-eadar-nàiseanta. Tha Alba Chruthachail a’ cur iomadh-seilbh sna h-eadhair, culfar agus obair chruithachail air feadh gach cèar de dh’Alba agus tha sin a’ feuchan ar na’ othaid air Alba.

Tha sinn cuideachd a’ chomharchaidh, a’ cur air adhart agus a’ tagradh airson nan ealain Gàidhlig, cultar agus obair chruthachail air àrd-ùrlar nàiseanta agus eadar-nàiseanta.

Thoradh sin, tha e feumail a bhith a’ toirt fa-near am fiosrachadh cunntais-sluaigh as ùire (2001) airson labhairt na Gàidhlig air feadh Alba;

• Bha comas air choreigin a thaobh na Gàidhlig aig 92,400 neach aois 3 no nas sine (1.9 às a’ cheud den t-sluagh) ann an 2001.
• Chaith air ùire òg a’ bhealach Gàidhlig a leughadh suas 6 às a’ cheud rè an aon ùine.
• An òireadh de thoradh òg a’ bhealach Gàidhlig a leughadh suas 10 às a’ cheud rè an aon ùine.
• Dh’innich 1.8 às a’ cheud dhùbhsean le comas Gàidhlig gur e cinneadh neo-gheal dhiam bùimeadh iad ann an 2001, an coinmears 2.0 às a’ cheud airson an t-sluagh gu léir sa bhliadhna sin.
• Ann an 2001 bha clann ais 3-15 nas bualaidh Gàidhlig a bruidhinn nuair a bh’ eadar nan teaghlaich ag obair ann an ochtneach sheirhisisean a’ gheara feàrana a bhiodh airson labhairt a dhaoine.


0% - < 0.5%
0.5% - < 2%
2% - < 5%
5% - < 20%
20% - < 40%
40% - < 60%
60% - < 75%

Airson Gàidhlig mar chuspair, bha 1,032 fhileantaich a’ gabhal Gàidhlig mar chuspair san Òrd-sgoil sa bhliadhna sgòile 2010/2011, agus ghabh 2,691 luchd-ionnsachaidh Gàidhlig mar chuspair san òir bhlàdadhna. Tha àireamh nan oileanach ann am Foghlain Inbheach no Ard-ìre no a tha a’ deònamh cùrsa Gàidhlig aig an ìre sin air a dhol suas cuideachd.

Tha Alba Chruthachail a’ toirt fa-near gu bheil pàirt againn ri ghabhail a thasbh foghlam Gàidhlig tron obair a tha sinn a’ deònamh a’ toirt taic do roinn nan ealain agus cultair ann an Alba agus tro ar ro-innleachd airson Ealain Òigridh agus prìomh obair eile cùmha ri daoine oga leithid lomart Ceòl na h-Oigrigh.
ANNEX

NUMBER OF GAELIC SPEAKERS IN CREATIVE SCOTLAND’S AREA OF OPERATION.

Creative Scotland’s area of operation is all of Scotland and internationally. Creative Scotland invests in arts, culture and creativity across all parts of Scotland and we seek to impact positively on the lives of everyone living in or visiting Scotland. We also celebrate, promote and advocate Scottish arts, culture and creativity on the national and international stage.

As such, it is useful to recognise the most recent census data (2001) on Gaelic speaking across Scotland:

• 92,400 people aged 3 and over (1.9 per cent of the population) had some Gaelic language ability in 2001.

• The number of people who could speak, read or write Gaelic fell by 6 per cent between 1991 and 2001. However, within this group, the number with more extensive Gaelic ability, who could speak, read and write the language, rose by 6 per cent over the same period.

• In 2001, 26,700 people reported that they were able to understand spoken Gaelic but could not speak, read or write it.

• 63 per cent of people with some Gaelic language ability were Gaelic speakers in 2001.

• There was a slight increase in the proportion of people aged 3-24 speaking Gaelic between 1991 and 2001. This was helped by the fact that, for each of the ages 5 to 9, both the number and proportion speaking Gaelic increased.

• In 2001, for those aged 3 & over, a Gaelic speaker was approximately 5 years and 8 months older than an average member of the population.

• Children aged 3-15 in 2001 were more likely to speak Gaelic when the head of the family was employed in personal service occupations and was also a Gaelic speaker.

• Among people aged under 55 in 2001, those with a limiting long-term illness were more likely to have Gaelic language than those without a limiting long-term illness.

• In 2001, carers were more likely to have Gaelic language ability than non-carers.

• People with some Gaelic knowledge had better levels of qualifications in 2001 than people without Gaelic knowledge.

• While there were more 12-15 year olds in the Gaelic speaking population than amongst non-Gaelic speakers in 2001, 3 & 4 year olds were less prevalent.
Education is one of the areas where great advances have been made in recent years. The number of pupils who are in Gaelic Medium Education at primary school level has risen from 24 in 1985 to 2312 in the school year 2010/2011. There were 410 pupils in Gaelic Medium Education at secondary school level in the school year 2010/2011. 802 children registered in Gaelic nurseries in 2010/11.

When it comes to Gaelic as a subject, there were 1,052 fluent speakers taking Gaelic as a subject at secondary school in the school year 2010/2011, and 2,691 learners taking Gaelic as a subject in the same year. The number of students who are in Gaelic Further or Higher Education or who are taking a Gaelic course at that level has risen also.

Creative Scotland recognises that we have a role to play in terms of Gaelic education through our work supporting the arts and culture sector in Scotland and through our Youth Arts strategy and other key work with young people such as the Youth Music Initiative.
### EÀRR-SGRÎOBHADH

#### FOGLAM GÀIDHLIAG ANN AN ALBA

Thug Achd na Gàidhlig (Alba) 2005 deasannas reachdail do Bhòrd na Gàidhlig coinnheire a thoirt do Mhinistearan na h-Alba daoinne eile air foghlam Gàidhlig. Tha Ro-innleachd Nàiseanta Fhoghail Gàidhlig an cos. Plana Nàiseanta na Gàidhlig a tha a’ toirt stiùireadh ro-innleachdail air leasachadh foghlam Gàidhlig ann an Alba.

Chaidh Buidheann Stùiridh Nàiseanta Fhoghail Gàidhlig a chur air cos leis an Arm ñ-a Gàidheil agus na Àlainn a chumail air gníomhachadh na ro-innleachd agus a chur ri leasachadh stiùireadh agus polasaideachadh foghlaim. Tha a’ Bhuidheann a’ tمارaing gach prìomh bhuaidheann nàiseanta a th a sàs ann an foghlam Gàidhlig cùmha agus bith i a’ toigil air na prìomhachasan leasachadh a leanas:

- Foghlam tron Ghàidhlig: Foghlam & Stòrais
- Foghlam Àrd-sgoile tron Ghàidhlig: Dealbhadh Curraichealaim
- Trusadh, Foghlam agus Solar Luchd-teagaisg
- Foghlam Gàidhlig Luchd-ionnsachaidh
- Foghlam Gàidhlig Adhartach agus Aird-ire.

#### DÀTA AIR FOGLAM GÀIDHLIAG 2011-12

#### BUIDHNEAN SAOR-THOILEACH RO-SGOILE GÀIDHLIAG

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#### SGOILTEAN-ARÀICH GÀIDHLIAG

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<td>2,643</td>
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[Collected for Bòrd na Gàidhlig le John M. K. Galloway]
Under the terms of the Gaelic Language (Scotland) Act 2005 Bòrd na Gàidhlig has a statutory responsibility to advise Scottish Ministers and others on Gaelic Education. The National Plan for Gaelic contains a detailed National Gaelic Education Strategy which provides a strategic approach to the development of Gaelic education in Scotland. Bòrd na Gàidhlig has established a National Gaelic Education Steering Group to oversee implementation of the strategy and to contribute to the development of education guidance and policy. The Group brings together all the key national organisations with a locus in Gaelic education and will focus on the key development priority areas of:

• Gaelic Medium Education: Early Years Provision & Resources,
• Gaelic Medium Secondary: Curriculum Design,
• Teacher Recruitment, Education and Supply,
• Gaelic Learners Education,
• Gaelic Further and Higher Education.

There are 1083 secondary school pupils being taught Gaelic (learners) in secondary education.

2168 pupils are also being taught other secondary subjects through the medium of Gaelic including History, Geography, Modern Studies, Science and Mathematics

There are 60 teachers currently teaching Gaelic as a subject at secondary level, with 17 secondary teachers currently teaching other subjects through the medium of Gaelic.

There are 56 pupils being taught Gaelic in primary education.

There are 35 pupils being taught Gaelic in secondary education.

There are 60 pupils being taught Gaelic in nursery education.

There are 2,643 pupils being taught Gaelic in secondary education.

There are 730 pupils being taught Gaelic in primary education.

There are 15 subjects Gaelic (Fluent) and other subjects through the medium of Gaelic.