

# Plana Gàidhlig Comhairle Earra-Ghàidheal is Bhòid 2014 - 2018

Plana Gàidhlig fo Earrainnean 3 is 7 de dh'Achd na Gàidhlig (Alba) 2005  
Aontaichte le Bòrd na Gàidhlig air 2 Giblean 2014



**Nì sinn le chèile gach nì a tha nar  
comas**



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## 1 Ro-Ràdh

- 1.1 Tha a' Chomhairle againn lèirsinneach agus tha àrd-amasan againn; bidh sinn daonnan a' leasachadh an dàimh a th' againn ri ar luchd-compàirt, ar luchd-cleachdaidh agus ar luchd-obrach feuch an toir sinn seachad na seirbheisean ceart, leis na daoine as freagarraiche, san dòigh cheart.
- 1.2 'S e ar lèirsinn 'Gun Dèan sinn le Chèile gach Nì a tha nar Comas' agus mar bhunait do sin tha e na amas dhuinn:
  - a) Gun èist sinn ri ar luchd-cleachdaidh is coimhearsnachdan is gum faigh iad cothrom air com-pàirt còmhla rinn
  - b) Gum bi e na adhbhar moit dhuinn gu bheil sinn a' toirt seachad sheirbheisean luachmhor
  - c) Gu bheil sinn fosgailte, onarach, cothromach agus com-pàirteach
  - d) Gun seall sinn spèis do is gun cuir sinn sùim sa h-uile duine
- 1.3 Tha sinn a' gabhail ris an àite a th' air a bhith aig Gàidhlig ann an eachdraidh Earra-Ghàidheal is Bhòid agus tha sinn a' cumail oirnn a' cur air adhart a' chànan agus a cultar nar coimhearsnachdan.
- 1.4 Tha e na amas dhuinn gun seallar an aon spèis don Ghàidhlig agus a thathar a' sealltainn don Bheurla agus cumaidh sinn oirnn a' tabhann sheirbheisean Gàidhlig gu gnìomhach don mhòr-shluagh ann an sgìre an ùghdarrais.
- 1.5 Tha sinn pròiseil às mar tha sinne air aon de na h-ùghdarrasan ionadail far am bithear a' cumail a' Mhòid Nàiseanta Rìoghail gu cunbhalach. Chaidh a' chiad Mhòd Nàiseanta a chumail san Òban ann an 1892 agus tha e a-nis na fhèis mhòr a bhios ga cumail gach bliadhna agus a thàlaidheas luchd-tadhail bho air feadh Alba agus bho thall thairis. Tha ar coimhearsnachdan gu math toilichte leis na buannachdan eaconamach a thig bho bhith cumail tachartas mòr, iomraiteach mar seo ann an Earra-Ghàidheal is Bòd agus tha e a' cur an cuimhne dhaoine an ceangal làidir a th' aig Earra-Ghàidheal is Bòd ri cànan, cultar agus eachdraidh nan Gàidheal.
- 1.6 Tha sinn ag aithneachadh cho cudromach 's a tha Gàidhlig sna coimhearsnachdan againn far a bheil i ga cleachdadh fhathast.
- 1.7 Tha am Plana Gàidhlig seo a' mìneachadh mar a tha a' Chomhairle, ann an co-bhuinn ri buidhnean eile, a' dol a fhrithéaladh air feumalachdan ar coimhearsnachdan, ar buidhnean agus daoine fa leth do bheil Gàidhlig na pàirt cudromach dem beatha làitheil.

**An Comhairliche Dick Walsh**  
**Ceannard na Comhairle**

**Sally Loudon**  
**Àrd-oifigear**

## 2 Comhairle Earra-Ghàidheal is Bhòid

- 2.1 Tha Comhairle Earra-Ghàidheal is Bhòid air aon de 32 ùghdarrasan ionadail ann an Alba. Tha uallach oirre airson grunn sheirbheisean, nam measg tha foghlam, obair shòisealta, rian air sgudal, cumail suas rathaidean poblach (ach prìomh rathaidean), rian air planadh is togail, taigheadas ro-innleachdail, slàinte san àrainneachd, cur-seachadan is cultar, agus planadh èiginneach.
- 2.2 Chaidh a' Chomhairle a stèidheachadh air 1 Giblean 1996 le ath-stèidheachadh riaghaltas ionadail na h-Alba. Le bhith ga stèidheachadh, chaidh seann Chomhairle Sgìre Earra-Ghàidheal is Bhòid, pàirt de sheann Chomhairle Sgìre Dhùn Bhreatainn, seann Earra-Ghàidheal agus pàirt de na fo-roinnean ann an Roinn Srath Chluaidh a bhuineadh do Dhùn Bhreatainn a chur còmhla.
- 2.3 An-diugh, a thaobh farsaingeachd tìre, 's e Comhairle Earra-Ghàidheal is Bhòid an dàrna tè as motha de na 32 Comhairlean ann an Alba, ach a thaobh sluaigh 's i an 22mh as motha. B' e an sluaigh a chaidh a thomhas ann an Cunntas-sluaigh 2011 88166<sup>1</sup>. Tha Earra-Ghàidheal is Bòd a' còmhach 10% de thìr na h-Alba, ach chan eil ach 2% de shluagh na dùthcha a' fuireach ann.
- 2.4 Bhon Apainn aig tuath, gu Ceann Loch aig deas, tha Earra-Ghàidheal is Bòd a' sìneadh còrr is 100 mìle agus bho Thiriodh san Iar gu Baile Eilidh san Ear, tha i 80 mìle tarsainn. Tha daoine a' fuireach air 23 de na h-eileanan ann an Earra-Ghàidheal is Bòd, agus tha 17.1% de na daoine a tha a' fuireach san sgìre a' fuireach air eilean<sup>2</sup>. Tha eileanan a' gabhail a-steach trian de dh'fharsaingeachd na roinne.
- 2.5 Tha Comhairle Earra-Ghàidheal is Bhòid air a stiùireadh le 4 roinnean: An t-Àrd-oifigear, Seirbheisean Coimhearsnachd, Seirbheisean Luchd-cleachdaidh, Leasachadh is Bun-structar.
- 2.6 Tha ceithir sgìrean riaghlaidh aig a' Chomhairle: Meadhan Earra-Ghàidheal, Cinn Tìre is na h-Eileanan, An t-Òban, Latharna is na h-Eileanan, Bòd is Comhghall, Baile Eilidh is Laomainn.
- 2.7 'S iad rianan stiùiridh poilitigeach na Comhairle:
  - a) Làn Chomhairle le 36 buill air an taghadh airson 11 uàrdan le iomadh ball
  - b) Comataidhean Sgìreil airson nan 4 sgìrean riaghlaidh ann an Earra-Ghàidheal is Bòd
- 2.8 Ann an eachdraidh bha Earra-Ghàidheal aig teis-meadhan saoghal nan Gàidheal. Tha an ath earrainn ag innse barrachd mu mar a thathar a' cleachdadh Gàidhlig ann an Earra-Ghàidheal is Bòd, agus mun ùidh a th' aig daoine sa chànan.

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<sup>1</sup> Figear bho thuairmsean sluaigh a thàinig bho Chunntas-sluaigh 2011

<sup>2</sup> Figear bho thuairmsean sluaigh a thàinig bho Chunntas-sluaigh 2011

### **3 Gàidhlig ann an Earra-Ghàidheal is Bòd**

3.1 Thathar air a bhith bruidhinn Gàidhlig ann an Earra-Ghàidheal bhon 5mh linn no mar sin, nuair a thàinig i a dh'Alba an toiseach. B' i ciad chànan rìoghachd Dhál Riata bhon àm a thàinig Gàidheil à Èirinn an seo mar na ciad Albannaich agus bhiodh na rìghrean aca air an unghadh air Dùn Athad suas chun na 9mh linn. Bha an rìoghachd glè chudromach do mar a sgaoil Crìosdaidheachd ann an Ceann a Tuath Bhreatainn às dèidh do Chalum Cille Manachainn Eilean Idhe a stèidheachadh ann an 563 AD. Air feadh ar n-eachdraidh tha an cànan air a bhith gu math cudromach do chultar na h-Alba agus na leasachaidhean a thàinig air a' chultar sin.

#### **3.2 Cleachdadh na Gàidhlig agus Ùidh sa Chànan**

Tha am fiosrachadh gu h-ìosal a' sealltainn mar a tha an àireamh de luchd-labhairt na Gàidhlig air crìonadh ann an Earra-Ghàidheal is Bòd eadar an cunntas-sluaigh a rinneadh ann an 1991 agus cunntas-sluaigh 2001. Air cùl seo dh'fhaodadh gun tàinig daoine gun Ghàidhlig a-steach don sgìre agus sin a' toirt buaidh air na h-àireamhan às a' cheud, agus gun robh an àireamh de dhaoine nas sine leis a' chànan a' sìoladh às.

#### **3.3 Dàta Cunntas-sluaigh 2001**

3.3.1 Chaidh am fiosrachadh a leanas a thogail bho Chunntas-sluaigh 2001 san deach ceithir ceistean fhaighneachd do dhaoine ann an Alba mun Ghàidhlig - am b' urrainn dhaibh Gàidhlig a thuigsinn, a bhruidhinn, a leughadh no a sgrìobhadh.

3.3.2 Ann an Earra-Ghàidheal is Bòd, mar a thachair ann an Alba san fharsaingeachd, thuit an àireamh de luchd-labhairt na Gàidhlig eadar 2001 is 2011. Thuit an àireamh de luchd-labhairt na Gàidhlig ann an Earra-Ghàidheal is Bòd còrr agus 15% san ùine sin.

3.3.3 Am measg nan daoine a bha 3 is nas sine, bha comas air choreigin aig cha mhòr 6% sa Ghàidhlig ann an 2011. A-mach às na daoine sin, bha 4.3% ann a thuirt gum b' urrainn dhaibh an cànan a bhruidhinn, a leughadh no a sgrìobhadh.

#### **3.4 Obraichean Gàidhlig**

3.4.1 Tha dreuchdan againn an-dràsta aig Comhairle Earra-Ghàidheal is Bhòid far a bheil Gàidhlig riatanach no na buannachd. Tha a' mhòr-chuid de na h-obraichean sin san t-seirbheis Foghlaim, gu h-àraidh sna sgoiltean. Am measg nan dreuchdan far a bheil Gàidhlig riatanach tha Obraichean Cùram Chloinne is Foghlaim, Luchd-taice Gàidhlig, Tidsearan Gàidhlig, Prìomh Thidsearan Gàidhlig, Tidsearan Gàidhlig Àrd-sgoile, agus Luchd-taice Foghlaim - Gàidhlig. Am measg nan dreuchdan far a bheil Gàidhlig na buannachd tha Ceannardan Bhun-sgoiltean le Foghlam Gàidhlig, Prìomh

Thidsearan Roinn Chànanan ann an Àrd-sgoiltean agus Ceannardan Àrd-sgoiltean. Cuideachd, tha luchd-obrach airson clann nas òige na còig anns na h-Aonadan Gàidhlig airson clann aig an aois sin.

- 3.4.2 Dh'fhosgail a' Chomhairle 'Furan', Ionad Gàidhlig an Òbain, o chionn ghoirid. Tha Rianaire aig an ionad a tha fileanta sa Ghàidhlig.

### 3.5 Gàidhlig nar Sgoiltean

- 3.5.1 An-dràsta, tha sia bun-sgoiltean (Bogha Mòr, Achadh na Creige, An Sàilean, Taigh a' Chladaich, Srath na h-Apainn agus Tiriodh) aig an ùghdarras ionadail a bheir cothrom do chloinn foghlam tron Ghàidhlig a dhèanamh. Stèidhichte air na h-àireamhan ris a bheilear an dùil airson clann-sgoile ann an 2013/14, tha àireamh nan sgoilearan Gàidhlig sna sgoiltean seo air a dhol am meud 16% bho 2011/12. Tha àireamh nan sgoilearan Gàidhlig sna sgoiltean a tha tabhann foghlam tron Ghàidhlig mar a leanas:

Ainm na sgoile le Foghlam tron Ghàidhlig	Àireamh sgoilearan
Bogha Mòr	21
Achadh na Creige	40
An Sàilean	36
Taigh a' Chladaich	38
Srath na h-Apainn	4
Tiriodh	22
<b>Iomlan</b>	<b>161</b>

- 3.5.2 Tha còrr is 45 de na bun-sgoiltean againn a' tabhann Gàidhlig do Luchd-ionnsachaidh sa Bhun-sgoil.
- 3.5.3 An-dràsta, tha còig àrd-sgoiltean a tha a' tabhann Gàidhlig (Luchd-ionnsachaidh) agus Gàidhlig (Fileantaich) gu Sàr Àrd-ìre - Sgoil Gràmair Dhùn Omhain, Àrd-sgoil Ìle, Àrd-sgoil an Òbain, Àrd-sgoil Thobar Mhoire agus Àrd-sgoil Thiriodh.

### 3.6 Ionad Chaluum Chille Ìle

Tha Ionad Chaluum Chille Ìle ag obair ann an Ìle ann an compàirt ri Sabhal Mòr Ostaig, a' cholaiste Ghàidhlig san Eilean Sgitheanach. Bidh an t-ionad a' tabhann chlasaichean, chùrsaichean agus ghnìomhachdan Gàidhlig agus a' cur air adhart cultar a' chànanain ann an Ìle, agus o chionn ghoirid, tha iad air tòiseachadh ag obair ann am pàirtean eile de dh'Earra-Ghàidheal.

## 4 Poileasaidh Gàidhlig

### 4.1 Farsaingeachd

Tha am plana seo a' buntainn ri gach neach-obrach is comhairliche aig Comhairle Earra-Ghàidheal is Bhòid. 'S e prìomh cheann-uidhe a' phlana àrainneachd obrach a chruthachadh far a bheilear a' cur sùim ann agus a' cur air adhart Gàidhlig agus a cultar an dà chuid taobh a-staigh na Comhairle agus a-muigh sna coimhearsnachdan.

### 4.2 Adhbhar a' Phoileasaidh

- a) Tha e mar phoileasaidh aig Comhairle Earra-Ghàidheal is Bhòid an uiread de sheirbheisean is goireasan Gàidhlig a tha gan tabhann do luchd-cleachdaidh a leudachadh.
- b) Cuideachd cuiridh sinn am prionnsapal an sàs, a tha sa Phlana Cànain Nàiseanta Ghàidhlig, gum bu chòir an aon spèis a shealltainn don Ghàidhlig agus a thathar a' toirt don Bheurla, air feadh ar seirbheisean uile.
- c) Tha e na amas dhuinn foghlam Gàidhlig, agus gnìomhachdan cànain is cultarach a chur air adhart agus gum bi fàs ann tro bhith cumail oirnn a' tarraing aire dhaoine thuca agus tro bhith toirt cothroman ionnsachaidh Gàidhlig do ar luchd-obrach is coimhearsnachdan.
- d) Tha am Plana seo a' togail air an obair a rinn a' Chomhairle ann a bhith cur an sàs a' chiad Phlana Gàidhlig againn, agus sinn a' cur air adhart Foghlam Gàidhlig, agus a' toirt iomradh sònraichte air na buannachdan a thig bho fhoghlam dà-chànanach.
- e) Tha e na amas dhuinn an àireamh de luchd-labhairt na Gàidhlig ann an Earra-Ghàidheal is Bhòid a mheudachadh, na cothroman a th' ann Gàidhlig a chleachdadh sa choimhearsnachd, san dachaigh agus san àite-obrach a chur am meud; dà-chànanas san dachaigh agus nar n-ionadan foghlaim a chur air adhart, a' bhuaidh eaconamach as fheàrr fhaighinn bho ghnìomhachdan Gàidhlig san sgìre agus inbhe agus follaiseachd na Gàidhlig an Earra-Ghàidheal is Bòd a leasachadh.
- f) Thèid suaicheantas dà-chànanach (Gàidhlig is Beurla), a' nochdadh spèis cho-ionann don dà chànan, a chruthachadh agus a ghabhail òs làimh, a' chiad chothrom a gheibhear gus ìomhaigheachd ùr a chur an sàs.
- g) Cuidichidh sinn le bhith cruthachadh planaichean-obrach sgèireil a tha gu h-àraidh ag amas air sgoiltean Gàidhlig, còmhla ri pàrantan, iomairtean agus buidhnean Gàidhlig, agus iad stèidhichte air na prìomh earrainnean bhon Phlana Nàiseanta.
- h) Nì sinn cinnteach gum bi na nì sinn a thaobh a bhith cruthachadh, ag ath-nuadhachadh agus a' cumail sùil air poileasaidhean a rèir molaidhean a' Phlana Cànain Nàiseanta Ghàidhlig.

### 4.3 An Suidheachadh Nàiseanta

4.3.1 Fo Earrainn 2 de Achd na Gàidhlig (Alba) 2005 feumaidh Bòrd na Gàidhlig “Plana Cànain Nàiseanta Gàidhlig ullachadh agus a chur a-steach”, agus tionndaidhean ùra dheth sin ullachadh “taobh a-staigh 5 bliadhna bhon a chaidh am plana as ùire fhoillseachadh”.

4.3.2 Tha am Plana Cànain Nàiseanta Gàidhlig 2012 – 2017 a’ cur an cèill nam prìomh amasan is gnìomhan fo raointean sònraichte – An Dachaigh; Foghlam is Ionnsachadh; A’ Choimhearsnachd; An t-Àite-obrach; Na h-Ealain, na Meadhanan, Dualchas agus Turasachd. Gus na gnìomhan seo a chur an sàs gu soirbheachail, feumar com-pàirteachas nàiseanta a chruthachadh eadar Riaghaltas na h-Alba, Bòrd na Gàidhlig, ùghdarrasan ionadail agus iomadh buidheann phoblach, saor-thoileach is priobhaideach eile. Nì seo cinnteach gun cuirear modhan-obrach cunbhalach an sàs ann a bhith gleidheadh cor seasmhach don chànan.

4.3.3 'S e prìomh thargaid a’ Phlana Nàiseanta gun seall Cunntas-sluaigh 2021 gu bheil àireamh luchd-labhairt na Gàidhlig air a dhol air ais chun na h-aon ìre agus bha i ann an cunntas-sluaigh 2001.

4.3.4 Sa Phlana Cànain Nàiseanta Ghàidhlig 2012 – 2017 chìtear fhathast amas a’ chiad Phlana gun seas a’ Ghàidhlig “mar chànan brìoghmhor is neartmhor agus i air a cleachdadh barrachd agus i a’ faighinn spèis ann an Alba an latha an-diugh sa bheil iomadh cultar is cànan”. Tha an teachdaireachd, ‘Fàs is Feabhas’ a’ togail air na trì prìomh amasan sa Phlana:

- Stad a chur air a’ chrìonadh san àireimh de luchd-labhairt na Gàidhlig ann an Alba le bhith meudachadh na h-àireimh a tha togail a’ chànan;
- Na suidheachaidhean sam bithear a’ cleachdadh Gàidhlig a mheudachadh, a rèir prìomh phrionnsapal Achd na Gàidhlig gum bithear a’ sealltainn an aon spèis don Ghàidhlig agus a thathar a’ sealltainn don Bheurla; agus
- Luchd-labhairt na Gàidhlig, luchd-ionnsachaidh agus fileantaich a chuideachadh gus am bi barrachd comais is misneachd aca gu a cleachdadh, agus sin a’ dèanamh cinnteach gum bi a’ Ghàidhlig fhathast na cànan brìoghmhor is neartmhor.

4.3.5 Tha am Plana Cànain Nàiseanta Gàidhlig a’ cur ri Builean Nàiseanta Riaghaltas na h-Alba sna dòighean a leanas:

RAON LEASACHAIDH	ÀIREAMH NAM BUIL NÀISEANTA	MÌNEACHADH AIR A’ BHUIL NÀISEANTA
<b>Dachaigh/Foghlam is Ionnsachadh</b>	5	Bho thoiseach am beatha, tha na cothroman as fheàrr aig ar cuid chloinne agus iad deiseil gu soirbheachadh
	4	Tha misneachd aig ar cuid



		òigridh, tha iad ag ionnsachadh le èifeachd, tha iad nan saoranaich chùramach agus a' cur ri cùisean gu buadhach.
	3	Tha foghlam is sgilean nas fheàrr againn, tha sinn nas soirbheachaile, agus ainmeil airson ar cuid rannsachaidh is innleachd
<b>A' Choimhearsnachd/An t-Àite-obrach</b>	11	Tha coimhearsnachdan làidir, seasmhach is taiceil againn far a bheil daoine a' gabhail cùram mu dè nì iad agus dè bhuidh a dh'fhaodadh sin a thoirt air càch
	2	Tha ar n-eaconamaidh air àirde a ruighinn le barrachd cothroman obrach agus cothroman obrach nas fheàrr do ar sluagh
<b>Na h-Ealain, na Meadhanan agus Dualchas</b>	13	Tha sinn moiteil à aithne nàiseanta a tha làidir, cothromach agus in-ghabhalach
<b>Am Plana air fad</b>	15	Tha sàr sheirbheisean poblach againn, a tha gan sìor leasachadh, agus a tha èifeachdach agus mothachail air feumalachdan dhaoine aig an ìre ionadail

## 5 Earra-Ghàidheal is Bòd

- 5.1 Bha Comhairle Earra-Ghàidheal is Bhòid am measg a' chiad sia ùghdarrasan poblach ann an Alba a fhuair fios reachdail bho Bhòrd na Gàidhlig gus Plana Gàidhlig ullachadh. Fhuair am Plana againn aonta san Ògmhios 2008; agus tha earrainn 7 den Achd a' mìneachadh mar a dh'fheumar am Plana Gàidhlig ath-sgrùdadh taobh a-staigh 5 bliadhna bho chaidh am Plana aontachadh.
- 5.2 Sa chiad Phlana Gàidhlig aig a' Chomhairle bha grunn ghnìomhan air am moladh a bha stèidhichte air àrd-amasan agus bha e na dhùbhlain dhuinn gach gnìomh sin a chur an sàs gu h-iomlan. Tha an dàrna Plana seo ag iarraidh togail air an obair a rinn a' Chomhairle ann a bhith cur an gnìomh a' chiad Phlana agus tha sinn air tòrr ionnsachadh bho na dùbhlain a dh'èirich bhon chiad Phlana. Tha sinn cuideachd air prìomhachasan is raointean ùra a chomharrachadh airson an leasachadh.

- 5.3 Tha dàrna Plana na Comhairle a' cumail gu dlùth ri agus a' cuideachadh le bhith coileanadh targaidean a' Phlana Cànain Nàiseanta Ghàidhlig 2012 – 2017.

## 6 Raointean

Seach gu bheil ar Plana a' cumail gu dlùth ri Plana Nàiseanta Bhòrd na Gàidhlig, tha sinn air cudrom a chur air na raointean a leanas.

### 6.1 Gàidhlig san Dachaigh

Cumaidh a' Chomhairle oirre a' cur air adhart cho cudromach agus a tha Gàidhlig san dachaigh agus ann am beatha theaghlaichean, agus sinn a' brosnachadh dhaoine òga agus inbhich gu bhith toirt piseach air na sgilean Gàidhlig aca. Bidh cothrom aig luchd-obrach na Comhairle, inbhich a tha ag ionnsachadh agus pàrantan le clann ann am Foghlam tron Ghàidhlig air clasaichean Gàidhlig.

### 6.2 Gàidhlig sa Choimhearsnachd

Nì a' Chomhairle meudachadh air na cothroman a th' ann gus Gàidhlig a chleachdadh ann an suidheachaidhean foirmeil agus neo-fhoirmeil do dh'fhileantaich agus luchd-ionnsachaidh. Thèid cùrsaichean cànain a chur air dòigh air feadh Earra-Ghàidheal is Bhòid ann an co-bhuinn ri Ionad Chaluim Chille Ìle. Cumaidh a' Chomhairle oirre ag obair le buidhnean ionadail is nàiseanta gus Gàidhlig a chur air adhart agus gus na cothroman a th' ann do ar coimhearsnachdan an cànain a chleachdadh a chur am meud.

### 6.3 Gàidhlig ann am Foghlam

Tha a' Chomhairle, mar bhuidhinn a tha toirt seachad Foghlam tron Ghàidhlig ann an 6 sgìrean ann an Earra-Ghàidheal is Bòd, ag aithneachadh gu bheil dleastanas oirnn foghlam fìor mhath a thoirt do na sgoilearan Gàidhlig sna bun-sgoiltean, sna h-aonadan ro-sgoile agus sna h-àrd-sgoiltean. Nì sinn ar dìcheall feuch am bi Gàidhlig do Luchd-ionnsachaidh sa Bhun-sgoil (GLPS) agus Foghlam Luchd-ionnsachaidh na Gàidhlig (GLE) rim faotainn anns gach sgìre. Tha sinn cuideachd a' tuigsinn an t-àite cudromach a th' aig a' Chomhairle ann a bhith dealbh phoileasaidhean nàiseanta a thaobh iomairtean is poileasaidhean foghlaim. Cuideachd, tha a' Chomhairle an dùil mion-sgrùdadh a dhèanamh air an àireamh sgoilearan FtG a th' ann an coimeas ri meud nan coimhearsnachdan sa bheil iad a' fuireach.

### 6.4 Gàidhlig san Àite-Obrach

Cumaidh a' Chomhairle oirre a' beachdachadh air dòighean gus cothrom a thoirt air a' Ghàidhlig a chleachdadh nar diofar sheirbheisean agus sinn ag amas air Gàidhlig a bhith fìchte air feadh obair na buidhne. Bidh a' Chomhairle a' brosnachadh ar luchd-compàirt gu bhith cur air adhart cleachdadh na Gàidhlig agus gu bhith a' togail inbhe na Gàidhlig ann an Earra-Ghàidheal is Bòd. Cuiridh sinn air dòigh barrachd ghoireasan do luchd-obrach leis am faod iad piseach a thoirt air na sgilean Gàidhlig aca agus an

tuigse a th' aca air a' chànan. Nì sinn sgrùdadh air sgilean Gàidhlig ar luchd-obrach feuch am faic sinn cò an luchd-obrach aig a bheil sgilean labhairt, leughaidh is sgrìobhaidh sa chànan. Gheibh comhairlichean agus luchd-obrach cothrom Gàidhlig ionnsachadh ma tha iad ga iarraidh.

## **6.5 Gàidhlig Agus Na H-Ealain, Dualchas, Na Meadhanan Agus Turasachd**

Bidh ceanglaichean aig a' Chomhairle fhathast ris a' Mhòd Nàiseanta Rìoghail agus mòdan ionadail agus sinn ag iarraidh gun cleachd an uiread de dhaoine as urrainnear a' Ghàidhlig aig na tachartasan sin. Tha e na amas don Chomhairle an àireamh de thachartasan a gheibh taic a mheudachadh far a bheil cothrom aig daoine Gàidhlig a chleachdadh. Tro na tachartasan seo, tha a' Chomhairle ag iarraidh gum faigh sinn mìneachadh mionaideach air na buannachdan eaconamach a gheibhear le bhith cumail thachartasan Gàidhlig ann an Earra-Ghàidheal is Bòd.

## **6.6 Gàidhlig an Lùib Leasachaidhean Eaconamach**

Cumaidh a' Chomhairle oirre a' comharrachadh agus a' beachdachadh air cothroman a dh'fhaodadh èirigh gus cur ris an eaconamaidh tro bhith cumail tachartasan Gàidhlig, me thèid am Mòd Nàiseanta Rìoghail a chumail ann an Earra-Ghàidheal is Bòd gach 3/4 bliadhna. Thèid beachdachadh cuideachd air na cothroman a th' ann airson buannachdan eaconamach bho thurasachd chultarach.

## **6.7 Corpas a' Chànain**

Cumaidh a' Chomhairle ris na prionnsapalan agus an stiùireadh bhon dreachd as ùire de Ghnàthachas Litreachaidh na Gàidhlig nuair a tha i ri leasachaidhean sam bith a thaobh gnàthachas litreachaidh, briathrachas no ainmean-àite. Nithear sin ann an co-bhuinn ri Ainmean-àite na h-Alba.

## **7 Cur An Gnìomh A' Phlana**

- 7.1 Mar phàirt den t-seirbheis Leasachaidh is HR, bidh an sgioba airson Feabhas is Leasachadh na Buidhne (FLB) a' stiùireadh cur an gnìomh a' Phlana Ghàidhlig le taic bho phrìomh oifigearan bho air feadh na Comhairle, agus nuair as urrainnear le taic bho bhuidhnean com-pàirt bhon taobh a-muigh.
- 7.2 Bheir prìomh oifigearan aithisgean air adhartas gu cunbhalach don sgioba airson Feabhas is Leasachadh na Buidhne agus don Phrìomh Chomhairliche Poileasaidh airson Coimhearsnachdan, Cultar, Luchd-cleachdaidh is Conaltradh.
- 7.3 Cumaidh a' Chomhairle oirre a' cur ghoireasan is stòras an sàs mu choinneamh foghlam, cànan is cultar na Gàidhlig; agus nì sinn eagrachadh às ùr air prìomhachasan is goireasan mu choinneamh leasachaidhean ùra, ged a tha sinn a' gabhail ris gur e àm duilich a th' ann a thaobh an eaconamaidh

agus seirbheisean poblach, agus mar sin feuchaidh sin ri nas urrainn dhuinn a dhèanamh leis an stòras agus na goireasan a th' againn.

- 7.4 Cumaidh a' Chomhairle oirre a' beachdachadh air cothrom sam bith a dh'fhaodadh a bhith ann airson maoinachadh bhon taobh a-muigh no maoinachadh com-pàirteach. Tha a' Chomhairle a' tuigsinn cho deatamach 's a tha e gum bi deagh chàirdeas obrach eadar sinne agus buidhnean eile ann an Earra-Ghàidheal is Bòd a tha libhrigeadh sheirbheisean is gnìomhachdan tron Ghàidhlig ma tha leudachadh a' dol a thighinn air a' Ghàidhlig ann an Earra-Ghàidheal is Bòd. Mar thoradh air sin, thèid am Plana againn a chur an gnìomh, agus bidh barrachd chothroman ann Gàidhlig a chleachdadh.

## **8 Ath-Sgrùdadh Is Cumail Sùil Air A' Phlana**

- 8.1 Mar sgrìobhainn ro-innleachdail corporra, thèid ath-sgrùdadh a dhèanamh agus sùil a chumail air a' Phlana Ghàidhlig chun na h-aon ìre agus a thathar a' dèanamh le Plana Corporra na Comhairle agus ar planaichean seirbheis tro chairt-mheasaidh.
- 8.2 Cuiridh prìomh oifigearan aithisgean coileanaidh a-steach gu prìomh neach-labhairt na Gàidhlig gach ràith.
- 8.3 Tha e cudromach cuimhneachadh gun gabh am Plana atharrachadh agus gu bheil e sùbailte a rèir nam prìomhachasan a stèidhicheas a' Chomhairle, gu sònraichte nuair a dh'atharraicheas cùisean.

## **9 Sanasachd air a' Phlana**

- 9.1 Thèid sanasachd a dhèanamh air a' phlana do luchd-obrach agus comhairlichean le bhith a' cleachdadh an làraich-lìn, an 'Hub' a tha na ghoireas eadra-lìn do luchd-obrach, Cascade agus cuairt-litrichean.
- 9.2 Taobh a-muigh na buidhne, thèid sanasachd a dhèanamh air a' phlana tron làrach-lìn, le bhith cleachdadh nam meadhanan sòisealta, leithid Facebook, Twitter agus 'Furan', Ionad Gàidhlig an Òbain.
- 9.3 Thèid fòram Gàidhlig a stèidheachadh agus bidh sin na phrìomh ghoireas gus am plana a shanasachd am measg luchd com-pàirt ann am planadh coimhearsnachd, buidhnean Gàidhlig agus daoine le Gàidhlig a tha ag obair air feadh agus taobh a-muigh Earra-Ghàidheal is Bhòid.

## **10 Uallaichean airson a' Phlana**

- 10.1 Tha an t-uallach iomlan airson a' phlana aig an Àrd-oifigear agus am Prìomh Oifigear Poileasaidh airson Coimhearsnachdan, Cultar is Taigheadas.
- 10.2 'S e am prìomh oifigear le uallach obrachaidh iomlan gus faire a chumail air ullachadh, lìbhrigeadh is sgrùdadh a' phlana an Ceannard Feabhais is HR.
- 10.3 Ma tha ceist agaibh mu mar a thèid am Plana a chur an gnìomh gu làitheil, bu chòir dhuibh fios a chur gu [gaelic@argyll-bute.gov.uk](mailto:gaelic@argyll-bute.gov.uk) agus thèid a cho-òrdanachadh leis an Sgioba airson Feabhais is Leasachaidhean Buidhne.

## 11 Am Plana Gnìomh

	A' Bhuil	Tomhasan Soirbheachaidh	Targaid/Clàr-ama	Ga Stiùireadh
<b>Iom.</b>				
GP1	Bidh Gàidhlig ri cluinntinn is ri a faicinn nar coimhearsnachdan	2 sheisean, far am faigh daoine fios mun Ghàidhlig, air a libhrigeadh le daoine ionadail ann an àiteachan a thèid a chomharrachadh	4 àiteachan gach bliadhna 50 a' gabhail pàirt ann gach bliadhna	Am Manaidsear airson Ionnsachadh do dh'Inbhich
		An àireamh de bhuidhnean a chleachdas Ionad Gàidhlig an Òbain	10 buidhnean (leis a' bhliadhna 2015)	Oifigear-taice Foghlaim - Gàidhlig
		Nuair a dh'fheumar soidhnichean ùrachadh a-staigh is a-muigh, bidh na soidhnichean ùra dà-chànanach	100% rè ùine a' Phlana ma dh'fheumar soidhnichean ùrachadh	Manaidsear Seilbh
		Barrachd stuthan Gàidhlig rim faotainn tro sheirbheis nan leabharlann	Targaid ri dhearbhadh fhathast aon uair 's gu bheil fios againn air dè th' ann an-dràsta - 2015	Manaidsear Obair nan Leabharlann
		Bidh barrachd stuthan Gàidhlig air an làrach-lìn agus san stuth ioma-mheadhanach againn	Mar a tha na diofar mheadhanan a' dol beò – bidh co-dhiù 10 às a' cheud den stuth ann an Gàidhlig	Sgioba Leasachaidh is HR

	A' Bhuil	Tomhasan Soirbheachaidh	Targaid/Clàr-ama	Ga Stiùireadh
		Barrachd stuthan clò-bhuailte ann an Gàidhlig	Dèan bun-thomhas feuch cia mheud sgrìobhainn dà-chànanach a th' ann ro dheireadh 2014	
		Modhan-obrach foirmeil stèidhichte airson eadar-theangachadh is eadar-theangachadh mar aon	2015	
		Cruthaich poileasaidh coitcheann airson soidhnichean dà-chànanach	2015	
		Brathan-naidheachd ann an Gàidhlig gach mìos	Na dhà dhiubh gach mìos sa chumantas leis a' bhliadhna 2015	An Sgioba Conaltraidh/Eadar-theangair
GP2	Bidh cothroman fìor mhath aig daoine gus Gàidhlig a chleachdadh, ma roghnaicheas iad, ann an grunn iomairtean coimhearsnachd	Leasaich am frèam airson sgrùdadh air mar a chuireas ar luchd-compàirt gnìomhachdan an sàs	Modhan gus beachdan a thrusadh aontaichte ann an 2015	Manaidsear Phrògraman FLB
		Bidh fòram Gàidhlig a' coinneachadh dà thuras sa bhliadhna	2014	Manaidsear Phrògraman FLB
		Thoir coimisean airson rannsachadh a chomharraicheas na gnìomhachdan Gàidhlig a tha gan cur an sàs an-dràsta	Aithisg foillsichte ann an 2014	Manaidsear Phrògraman FLB

	A' Bhuil	Tomhasan Soirbheachaidh	Targaid/Clàr-ama	Ga Stiùireadh
		Dèan measadh air a' bhuidh a th' aig iomairtean coimhearsnachd	Bun-sgrùdadh dèanta ann an 2014 Gach bliadhna bho 2015 (mion-sgrùdadh air a' bhuidh aca air coimhearsnachdan ionadail)	Manaidsear Phrògraman FLB
		Barrachd chom-pàirteachasan Gàidhlig gu h-ionadail	Àrdachadh gu 9 leis a' bhliadhna 2016 (bun-àireamh = 7)	Oifigear-taice Foghlaim - Gàidhlig
GP3	Cothrom aig daoine air cothroman gus Gàidhlig ionnsachadh agus a chleachdadh	An àireamh de dh'oileanaich a tha frithealadh chlasaichean/chùrsaichean Gàidhlig	400 - 2013 (bun-àireamh = 358)	Manaidsear Phrògraman FLB (Colaiste Earra-Ghàidheal, ICCI)
		Tabhainn ionadan na Comhairle an asgaidh airson mòdan ionadail	Cuir an sàs bho 2014	Am Manaidsear Chur-seachadan
		Taic-airgid a' leantainn airson com-pàirteachasan Gàidhlig ionadail	Gach bliadhna às dèidh dhuinn aithisgean adhartais fhaighinn	Oifigear-taice Foghlaim - Gàidhlig
		A' sanasachd cothroman ionnsachaidh Gàidhlig am measg luchd-ionnsachaidh san fharsaingeachd ann an co-bhuinn ri Bòrd na Gàidhlig	Ag obair le CLD, a' cur sanasan air an làrach-lìn; a' sgaoileadh bhileagan-fiosrachaidh 2014	Am Manaidsear airson Ionnsachadh do dh'Inbhich
GP4	Bidh Bòrd na Gàidhlig mar phàirt de Chom-pàirteachas Planaidh Choimhearsnachdan Earra-Ghàidheal is Bhòid	Gheibh Bòrd na Gàidhlig cuireadh a bhith nam ball de CPC Earra-Ghàidheal is Bhòid	2014	An Ceannard Feabhais is HR



	<b>A' Bhuil</b>	<b>Tomhasan Soirbheachaidh</b>	<b>Targaid/Clàr-ama</b>	<b>Ga Stiùireadh</b>
GP5	A' cumail oirnn a' leasachadh ghnìomhachdan Gàidhlig do theaghlachan le clann aois 0-3	Am Bookbug Gàidhlig is gnìomhachdan eile do phàrantan is pàistean, air an cur an sàs ann an sgìrean le Foghlam tron Ghàidhlig (FtG)	A h-uile sgìre le FtG agus còig sgìrean eile (bun-àireamh = 6)	Oifigear Leasachaidh nan Tràth-bhliadhnaichean
		Dèan sanasachd air na buannachdan a gheibhear bho dhà-chànanas agus Foghlam Gàidhlig ann an com-pàirt ri Comann nam Pàrant/Bòrd na Gàidhlig is coimhearsnachdan ionadail	A h-uile sgìre le FtG agus dà sgìre eile (bun-àireamh = 6)	Oifigear-taice Foghlaim - Gàidhlig
		Dèan leudachadh air an Sgeama Chomhairleachaidh Phàrant còmhla ri Comann nam Pàrant	A h-uile sgìre le FtG (bun-àireamh = 6)	Oifigear-taice Foghlaim - Gàidhlig
GP6	A' toirt seachad ionnsachadh fìor mhath do dh'òigridh aois 3-18 a tha ann am Foghlam Gàidhlig	Meudachadh air an àireamh de raointean sa churraicealam tha air an lìbhrigeadh tron Ghàidhlig san àrd-sgoil	4 leis a' bhliadhna 2017	Am Manaidsear Leasachaidh Càileachd – Àrd-sgoiltean
		Cothrom air teisteanasan ùra tron Ghàidhlig	3 leis a' bhliadhna 2017	Manaidsear nan Inbhean Càileachd
		An àireamh sgoiltean a tha tabhann Gàidhlig do Luchd-ionnsachaidh sa Bhun-sgoil (GLPS)	Àrdachadh de 5 gach bliadhna	Oifigear-taice Foghlaim - Gàidhlig
		A' toirt cothroman do gach neach-obrach bho Fhoghlam Gàidhlig air Leasachadh Dreuchdail Leantainneach	2 chùrsa sa bhliadhna	An Co-òrdanaiche airson Leasachadh Dreuchdail Leantainneach ann am Foghlam

	<b>A' Bhuil</b>	<b>Tomhasan Soirbheachaidh</b>	<b>Targaid/Clàr-ama</b>	<b>Ga Stiùireadh</b>
		Ro-innleachd air a stèidheachadh gus an àireamh de luchd-teagaisg, a tha uidheamaichte gus FtG is GLPS a libhrigeadh, a mheudachadh	Ro-innleachd air a stèidheachadh ron a' bhliadhna 2016	Oifigear-taice Foghlaim - Gàidhlig
		Thèid poileasaidhean ionadail is nàiseanta ath-sgrùdadh agus a chur an gnìomh	Co-chomhairle a' leantainn	Oifigear-taice Foghlaim - Gàidhlig
GP7	Dèan cinnteach gu bheil na cothroman air Foghlam Fad-beatha a' frithealadh air feuman nan coimhearsnachdan	Teaghlachan, le clann ann am FtG, a' faighinn cothrom air gnìomhachdan taobh a-muigh na sgoile far am bi iad ag ionnsachadh is a' cleachdadh Gàidhlig	1 tachartas gach teirm anns gach sgìre	Oifigear-taice Foghlaim – Gàidhlig (ann an co-bhuinn ri buidhnean Gàidhlig nàiseanta)
		Daoine òga le Gàidhlig a' coinneachadh ri daoine bhon choimhearsnachd le Gàidhlig ann an diofar shuidheachaidhean	10 cothroman anns gach sgìre leis a' bhliadhna 2017	Oifigear-taice Foghlaim – Gàidhlig (ann an co-bhuinn ri buidhnean Gàidhlig nàiseanta)
GP8	Cùm suas com-pàirteachasan is lionraidhean seasmhach a nì cinnteach gum faigh clann farsaingeachd is doimhneachd de dh'èòlas nan cuid foghlaim	Cothrom air luchd-taice sònraichte airson sgoiltean tro chom-pàirteachas agus iomairtean nàiseanta	2014	Am Prìomh Eòlaiche-inntinn Foghlaim

	<b>A' Bhuil</b>	<b>Tomhasan Soirbheachaidh</b>	<b>Targaid/Clàr-ama</b>	<b>Ga Stiùireadh</b>
GP9	Fios aig daoine cho cudromach 's a tha Gàidhlig san dachaigh	Fìor dheagh shanasachd, mhargaideachd agus stuthan sgrìobhte a dh'innseas do dhaoine mu na buannachdan a gheibhear bho dhachaigh a tha dà-chànanach	A h-uile sgìre le FtG leis a' bhliadhna 2015	Feabhas is HR
GP10	Cothrom aig daoine Gàidhlig a chleachdadh ann an dòigh nàdarra san dachaigh agus seo a' faighinn taic bho na prìomh bhuidhnean com-pàirt againn	A' toirt stuthan, goireasan agus sgilean cànan do theaghlaichean feuch an urrainn dhaibh saoghal Gàidhlig a chruthachadh nan dachaighean	A h-uile sgìre le FtG leis a' bhliadhna 2015	Oifigear-taice Foghlaim – Gàidhlig/ Am Manaidsear airson Ionnsachadh do dh'Inbich
GP11	Tha Gàidhlig ri a cluinntinn agus ri a faicinn san àite-obrach agus ann an obair na Comhairle	Meudaich an àireamh de dh'obraichean bàna aig a' Chomhairle far a bheil Gàidhlig na buannachd	100% leis a' bhliadhna 2015	Gach Ceannard Seirbheis
		Bidh sanasan dà-chànanach ann airson dreuchdan bàna aig a' Chomhairle far a bheil Gàidhlig riatanach no na buannachd	100% leis a' bhliadhna 2015	
		Barrachd susbaint Ghàidhlig air 'An Hub' agus an làrach-lìn	2 gach ràith leis a' bhliadhna 2015	Feabhas is HR
		A' sanasachd naidheachdan matha ann an agus mu dheidhinn na Gàidhlig	A' leantainn – sgeulachdan naidheachd rim faotainn air làrach-lìn na Comhairle, 'An Hub', Cascade, Bùird-fiosrachaidh	Gach Ceannard Seirbheis

	<b>A' Bhuil</b>	<b>Tomhasan Soirbheachaidh</b>	<b>Targaid/Clàr-ama</b>	<b>Ga Stiùireadh</b>
		Bithear a' brosnachadh luchd-obrach a bhith gabhail com-pàirt sa Phlana Ghàidhlig	A' leantainn – làrach-lìn na Comhairle, 'An Hub', Cascade	
		Ma gheibhear litrichean no puist-d ann an Gàidhlig, thèid am freagairt ann an Gàidhlig	100%	
		Ma gheibhear gearan ann an Gàidhlig, thèid a fhreagairt ann an Gàidhlig a rèir clàr-ama	100%	
		Bidh e na nì àbhaisteach gun cuir luchd-fàilteachais na Comhairle fàilte air daoine san dà chànan	2015	
GP12	Cothrom aig luchd-obrach na sgilean Gàidhlig aca a leasachadh agus bheir seo taic do dhaoine ann a bhith cleachdadh Gàidhlig ann an diofar shuidheachaidhean, san àite-obrach agus sa choimhearsnachd	Dèan measadh air sgilean cànan an luchd-obrach	Thèid am measadh ann an 2014 Thèid na toraidhean fhoillseachadh ann an 2015	Manaidsear Phrògraman FLB
		Luchd-obrach na Comhairle is luchd-obrach ar luchd-compàirt ann am Planadh Coimhearsnachd a' faighinn cothrom air clasaichean cànan	50 neach-obrach ùr leis a' bhliadhna 2014	Manaidsear Phrògraman FLB
		An àireamh de luchd-obrach a' cleachdadh an 'Toolkit' Gàidhlig	100 gach bliadhna	Feabhas is HR
		A' fosgladh choinneamhan nan comataidhean le fàilte sa Ghàidhlig	Thèid gach coinneamh den làn Chomhairle fhosgladh le fàilte sa Ghàidhlig ann an 2014	Pròbhaist na Comhairle

	<b>A' Bhuil</b>	<b>Tomhasan Soirbheachaidh</b>	<b>Targaid/Clàr-ama</b>	<b>Ga Stiùireadh</b>
		Clàradh Gàidhlig mar phàirt de na brathan fèin-labhairteach a chluinneas daoine nuair a dh'fhònas iad a' Chomhairle	Fàilte dhà-chànanach ri cluinntinn air an t-siostam-fòn 2014	Manaidsear Ionad Seirbheisean an Luchd-cleachdaidh
		Barrachd susbaint Ghàidhlig ri faicinn air na sgrìonaichean plasma aig ionadan seirbheis	Faclan fàilteachaidh, ceann-latha a' nochdadh san dà chànan leis a' bhliadhna 2014	Manaidsear Ionad Seirbheisean an Luchd-cleachdaidh
		A' sanasachd ghnìomhachdan Gàidhlig ann an Earra-Ghàidheal is Bhòid air an làrach-lìn, air sgrìonaichean plasma agus ann an ionadan seirbheis	Ceanglaichean ri buidhnean ionadail is nàiseanta, sanasachd air tachartasan, cùrsaichean msaa	Am Manaidsear airson Ionnsachadh do dh'Inbhich
GP13	Gàidhlig ga cleachdadh sna h-ealain, sna meadhanan agus an lùib cultair	A' soirbheachadh le bhith cumail Mòd Nàiseanta Rìoghail	Gach 3 bliadhna	Comhairle Earra-Ghàidheal is Bhòid agus na comataidhean ionadail
		Brathan-naidheachd na Comhairle gan sgaoileadh gu gach buidheann mheadhanan Gàidhlig	100%	Am Manaidsear Conaltraidh
		Barrachd thachartasan ann an Earra-Ghàidheal is Bòd a thaobh nam Fèisean	(bun-àireamh ri dhearbhadh) Àrdachadh de 10 gach bliadhna	An t-Oifigear Leasachaidh Coimhearsnachd agus Fèisean nan Gàidheal

	<b>A' Bhuil</b>	<b>Tomhasan Soirbheachaidh</b>	<b>Targaid/Clàr-ama</b>	<b>Ga Stiùireadh</b>
GP14	Daoine a' dol an sàs ann an tachartasan a thaobh nan ealain is nam meadhanan Gàidhlig is cultar na Gàidhlig	Barrachd dhaoine a' dol an sàs sa Mhòd Nàiseanta Rìoghail	Barrachd dhaoine a' dol an sàs sa Mhòd nuair a thilleas e gu àite far an deach a chumail mu thràth (An Comunn Gàidhealach)	Comhairle Earra-Ghàidheal is Bhòid ann an com-pàirt ris a' Chomunn Ghàidhealach
		Barrachd luchd-tadhail a' tighinn chun a' Mhòd Nàiseanta Rìoghail	Barrachd dhaoine a' tadhal air a' Mhòd nuair a thilleas e gu àite far an deach a chumail mu thràth	An Comunn Gàidhealach
		Barrachd dhaoine a' dol an sàs ann an tachartasan nam Fèisean	Àrdachadh 5% gach bliadhna (408 ann an 2011/12)	Fèisean nan Gàidheal
		Barrachd dhaoine a' dol gu tachartasan nam Fèisean	Àrdachadh 5% gach bliadhna (987 ann an 11/12)	Fèisean nan Gàidheal
GP15	Thig buannachdan eaconamach bho ghnìomhachdan Gàidhlig	Barrachd buaidh eaconamach aig a' Mhòd Nàiseanta Rìoghail nuair a tha e againn	£2.2m (bun-àireamh bho Mòd 2009)	An Comunn Gàidhealach
		Barrachd oidean an sàs ann an obair nam Fèisean	100 leis a' bhliadhna 2016	Fèisean nan Gàidheal
		Taic do Rannsachadh HIE – “Buaidh Eaconamach is Shòisealta na Gàidhlig agus i na Buannachd”	Taic-airgid do Rannsachadh HIE	Manaidsear Phrògraman FLB

# Argyll and Bute Council Gaelic Language Plan 2014 - 2018

A Gaelic Language Plan under Sections 3 and 7 of  
the Gaelic Language (Scotland) Act 2005  
Approved by Bòrd na Gàidhlig on 2 April 2014



**Realising Our Potential Together**



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# 1 Introduction

- 1.1 Our Council is forward looking and ambitious, continuously improving our relationship with our partners, customers and employees to ensure that we deliver the right services, by the best people, in the best way.
- 1.2 Our vision is 'Realising our Potential Together' and this is underpinned by our values:
  - a) We involve and listen to our customers and communities
  - b) We take pride in delivering best value services
  - c) We are open, honest, fair and inclusive
  - d) We respect and value everyone
- 1.3 We recognise the role Gaelic has played in the history of Argyll and Bute and we continue to promote the language and its culture to our communities.
- 1.4 We are committed to giving the Gaelic and English languages equal respect and we will continue to make an active offer of Gaelic services to be made available to the public in the authority's area.
- 1.5 We are proud to be one of the local authorities which regularly host The Royal National Mod. The very first Gaelic Mod was held in Oban in 1892 and has since grown to be a major annual festival attracting visitors from across Scotland and also abroad. The economic benefits realised from holding such a high profile event in Argyll and Bute are welcomed by our communities and continues to emphasise the strong relationship which Argyll and Bute has with the Gaelic language, culture and history.
- 1.6 We recognise the importance of Gaelic in our communities where Gaelic continues to be used.
- 1.7 This Gaelic Language Plan describes how the Council, together in partnership with other organisations, will address the needs of our individuals, groups and communities who continue to see Gaelic as a major element in their daily lives.

**Councillor Dick Walsh**  
**Council Leader**

**Sally Loudon**  
**Chief Executive**

## 2 Argyll and Bute Council

- 2.1 Argyll and Bute Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services including education, social work, waste management, maintenance of public roads (other than trunk roads), planning and building control, strategic housing, environmental health, leisure and culture, and emergency planning.
- 2.2 The Council came into being on 1 April 1996 following Scottish local government reorganisation. It is the result of the amalgamation of the former Argyll and Bute District Council, part of the former Dumbarton District Council, the old Argyll and part of the Dumbarton sub-regions of Strathclyde Region.
- 2.3 Nowadays, in terms of area, Argyll and Bute Council is the second largest of Scotland's 32 councils but in terms of population, it ranks 22<sup>nd</sup>. The population estimate from the 2011 census was 88166<sup>1</sup>. Argyll and Bute covers nearly 10% of the total area of Scotland but has less than 2% of the population.
- 2.4 From Appin in the North, to Campbeltown in the South, Argyll and Bute stretches for over 100 miles and from Tiree in the West to Helensburgh in the East it stretches a further 80 miles. 23 of Argyll and Bute's islands are inhabited and 17.1% of its residents are islanders<sup>2</sup>. Islands account for a third of Argyll and Bute's total area.
- 2.5 Argyll and Bute Council operates under 4 departments: Chief Executive's, Community Services, Customer Services, Development and Infrastructure.
- 2.6 There are 4 administrative areas within the Council: Mid Argyll, Kintyre and Islands, Oban, Lorn and the Isles, Bute and Cowal, Helensburgh and Lomond.
- 2.7 The Council's political management arrangements comprise:
  - a) Full Council of 36 elected members covering 11 multi member wards
  - b) Area Committees for the 4 administrative areas within Argyll and Bute
- 2.8 Historically, Argyll is the heartland of Scots Gaelic. The next section describes in more detail the use and interest in Gaelic in Argyll and Bute.

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<sup>1</sup> Figure taken from the 2011 census population estimates

<sup>2</sup> Figure taken from the 2011 census population estimates

### **3 Gaelic in Argyll and Bute**

3.1 The Gaelic language has been spoken in Argyll since around the 5<sup>th</sup> century when it first came to Scotland. It was the common language in the kingdom of Dal Riata from the time an Irish Gaelic colony came over as the first Scots and the kings were anointed at Dunadd Hill until the ninth century. The kingdom was of great importance in the spread of Christianity in Northern Britain after Columba founded Iona in 563 AD. Throughout our history the language has been a key element in developing many aspects of Scottish culture.

#### **3.2 Use and Interest in Gaelic**

The data below illustrate the decline of Gaelic speakers in the local authority of Argyll and Bute between the census carried out in 1991 and the 2001 census. This could be due to inward migration of non-Gaelic speakers diluting the percentages, as well as older Gaelic speakers declining in numbers.

#### **3.3 Census Data 2011**

3.3.1 The following data has been extracted from the 2011 Census in which the people of Scotland were asked 4 questions about the Gaelic language – whether they could understand spoken Gaelic, speak, read or write Gaelic.

3.3.2 In Argyll and Bute as in Scotland, more generally, the number of Gaelic speakers fell between 2001 and 2011. The number of Gaelic speakers in Argyll and Bute fell by over 15% in this period.

3.3.3 Of people aged 3 and over, almost 6% had some Gaelic language ability in 2011. Of these 4.3% said they could speak, read or write the language.

#### **3.4 Gaelic in Employment**

3.4.1 Currently we do have posts within the structure of Argyll and Bute Council where Gaelic is essential or desirable. The majority of these posts are within the Education service and specifically in our schools. Posts where Gaelic is essential as a skill include Gaelic Childcare and Education Worker, Gaelic Language Auxiliary, Teacher of Gaelic Medium, Principal Teacher of Gaelic Medium, Teacher of Gaelic (secondary schools), Education Support Worker – Gaelic. Posts for which Gaelic is desirable include Head Teacher of Gaelic Medium, Principal Teachers of Languages in Secondary School and Head Teachers of Secondary Schools. Additionally there are pre-five workers employed in Gaelic Medium pre-five units.

3.4.2 The Council recently opened ‘furan’ which is Oban’s Gaelic Centre. The centre has an Administrator who is a fluent Gaelic speaker.

### 3.5 Gaelic in our Schools

3.5.1 There are currently six primary schools (Bowmore, Rockfield, Salen, Sandbank, Strath of Appin and Tiree) in the local authority which offer the opportunity of Gaelic medium education. Based on the projected pupil roll numbers for 2013/14 there has been a 16% increase across these schools since 2011/12. The pupil roll in the schools which offer Gaelic medium is as follows:

<b>Name of School offering Gaelic Medium</b>	<b>Pupil Roll</b>
Bowmore	21
Rockfield	40
Salen	36
Sandbank	38
Strath of Appin	4
Tiree	22
<b>Total</b>	<b>161</b>

3.5.2 Over 45 of our primary schools currently offer Gaelic for Learners in the Primary School.

3.5.3 There are currently five secondary schools that offer Gaelic (Learners) and Gàidhlig to Advanced Higher level – Dunoon Grammar, Islay High, Oban High, Tobermory High and Tiree High.

### 3.6 Ionad Chaluum Chille Ìle/Columba Centre, Islay

On the Isle of Islay, Ionad Chaluum Chille Ìle, (the Columba Centre, Islay) operates in partnership with the Gaelic College on Skye, Sabhal Mòr Ostaig. The centre provides classes, courses and activities on Gaelic language and culture on Islay and, more recently, in other parts of Argyll.

## **4 Gaelic Language Policy**

### **4.1 Scope**

This plan applies to all employees and elected members of Argyll and Bute Council. The overall intention is to create a working environment where the Gaelic language and culture is celebrated and promoted both inside the council and externally throughout our communities.

### **4.2 Policy Statement**

- a) Argyll and Bute Council's policy is to expand and promote the range of Gaelic services and resources which are available to our service users.
- b) We will also ensure that the principle, introduced by the National Gaelic Language Plan that the Gaelic and English languages will be accorded equal respect, will be implemented across all of our services.
- c) We are committed to the promotion and future growth of Gaelic education, language and cultural activities through continued awareness raising and language learning opportunities for employees and our communities.
- d) This Plan builds on the work that the Council has undertaken in the past in implementing our first generation language plan, promoting Gaelic Education and, specifically, on the benefits to be realised through bilingual learning.
- e) We aim to increase the number of Gaelic speakers in Argyll and Bute, increase the opportunities for using Gaelic in the community, home and workplace; promote bilingualism in the home and in our education establishments, maximise the economic benefits of Gaelic related activities in the area and to promote the status and visibility of Gaelic in Argyll and Bute.
- f) A bilingual logo (Gaelic and English), demonstrating equal respect for both languages, will be created and adopted at the first rebranding opportunity.
- g) We will contribute towards the creation of area work plans concentrated around Gaelic schools, in conjunction with parents, initiatives and Gaelic groups, based on the main sections in the National Plan.
- h) We will ensure that the formation, renewal and monitoring of policies will be in line with the National Gaelic Language Plan.

### **4.3 The National Context**

- 4.3.1 Section 2 of the Gaelic Language (Scotland) Act 2005 requires Bòrd na Gàidhlig to "prepare and submit to the Scottish Ministers a national Gaelic language plan", and revised versions thereof "no later than 5 years after the date on which the most recent plan is published".

4.3.2 The National Gaelic Language Plan 2012 - 2017 sets out the main aims and actions under the key domains – Home; Education and Learning; Community; Workplace; Arts, Media, Heritage and Tourism. To successfully implement these actions, a national partnership between the Scottish Government, Bòrd na Gàidhlig and local authorities together with many other public, voluntary and private bodies will have to be created to ensure that a consistent approach is undertaken to guarantee a sustainable future for the language.

4.3.3 The headline target in the National Plan is that the 2021 National Census confirms the restoration of the number of Gaelic speakers to the levels recorded in the 2001 census.

4.3.4 The National Gaelic Language Plan 2012 - 2017 carries forward the first Plan’s vision of a sustainable future for Gaelic as a “healthy, vibrant language, increasingly used, valued and respected in a modern, multicultural and multilingual Scotland”. The strapline ‘Fas is feabhas/Growth and quality’ reflects the three overarching aims which inform the Plan:

- a) Arresting the decline in the overall number of Gaelic speakers in Scotland by increasing the number acquiring the language;
- b) Expanding the range of situations in which Gaelic is used, in line with the Gaelic Language Act’s key principle of equal respect for Gaelic and English; and
- c) Helping speakers of Gaelic, both learners and native speakers, to develop their competence and their confidence in using it, and ensuring that the language itself continues to be healthy and vibrant.

4.3.5 The National Plan for Gaelic also contributes to the Scottish Government’s National Outcomes as follows:

DEVELOPMENT AREA	NATIONAL OUTCOME NUMBER	NATIONAL OUTCOME STATEMENT
<b>Home/Education and learning</b>	5	Our children have the best start in life and are ready to succeed
	4	Our young people are successful learners, confident individuals, effective contributors and responsible citizens
	3	We are better educated, more skilled and more successful, renowned for our research and innovation
<b>Community/Workplace</b>	11	We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others
	2	We realise our full economic

		potential; with more and better employment opportunities for our people
<b>Arts, Media, Heritage and Tourism</b>	13	We take pride in a strong, fair and inclusive national identity
<b>The whole Plan</b>	15	Our public services are high quality, continually improving, efficient and responsive to local people's needs

## 5 Argyll and Bute

- 5.1 Argyll and Bute Council was one of the first six public authorities across Scotland issued with a statutory notice by Bòrd na Gàidhlig to produce a Gaelic Language Plan. This Plan was approved in June 2008; and section 7 of the Act outlines the requirement to review the Gaelic Language Plan no later than 5 years after the date of approval of the previous Plan.
- 5.2 The Council's first generation language Plan consisted of an ambitious set of actions which resulted in a challenge to fully implement the actions. This second generational plan aims to build on the developments made by the Council in implementing the first Plan as well as learning invaluable lessons on the challenges that were faced together with identifying new priorities and areas for development.
- 5.3 The Council's second generational language plan is closely aligned to and assists in contributing to the targets contained in the National Gaelic Language Plan 2012 – 2017.

## 6 Themes

As our language plan is closely aligned with the national plan as prepared by Bòrd na Gàidhlig, we have identified the following themes to focus on.

### 6.1 Gaelic in the Home

The Council will continue to promote the importance of Gaelic in the home and in family settings by encouraging young people and adults to improve their Gaelic language skills. Provision of language learning classes will be available to Council employees, adult learners and parents of Gaelic Medium pupils.

### 6.2 Gaelic in the Community

The Council will increase the opportunities to use Gaelic in both formal and informal settings for native and fluent Gaelic speakers and learners of the language. Provision of language courses in partnership with Ionad Chaluum Chille Ìle will be planned across Argyll and Bute. The Council will also continue to work with local and national based organisations to promote

Gaelic and increase the level of opportunities our communities have to use the language.

### **6.3 Gaelic in Education**

As providers of Gaelic Medium Education (GME) in 6 areas across Argyll and Bute, the Council acknowledges the duty it has to continue to offer a high quality level of education to pupils within these units, associated pre-school units and secondary schools. We will endeavour to offer Gaelic Learners in Primary Schools (GLPS) and Gaelic Learner Education (GLE) in all areas. We also recognise the important role the Council has in shaping national policy on education initiatives and policies. In addition the Council plans to undertake a detailed analysis of the number of pupils in GME in proportion to the communities they live in.

### **6.4 Gaelic in the Workplace**

The Council will continue to assess opportunities to offer Gaelic across services with a view to it becoming mainstreamed across the organisation. The Council will also encourage partners to promote the use and increase the status of Gaelic in Argyll and Bute. We will increase resources available to staff to increase their language skills and understanding of the Gaelic language. We will carry out a staff audit of Gaelic skills to identify the language skills of staff in speaking, reading and writing the language. Elected members and employees will be able to access language learning opportunities.

### **6.5 Gaelic in the Arts, Heritage, Media and Tourism**

The Council will continue to support its links with Royal National Mod and local mods to maximise the number of participants using Gaelic at these events. The Council aims to increase the number of supported events where there is an opportunity to use Gaelic. Through these events, the Council will aim to gain a detailed analysis of the economic benefits which are realised by holding Gaelic related events in Argyll and Bute.

### **6.6 Gaelic in Economic Development**

The Council will continue to identify and assess opportunities for increased economic benefits for the area through the delivery of Gaelic associated events, e.g. The Royal National Mod is held in Argyll and Bute every 3/4 years, as well as scoping the opportunities for economic benefits to be realised through cultural tourism.

### **6.7 Language Corpus**

The Council will adhere to the principles and guidelines of the most recent version of the Gaelic Orthographic Convention when carrying out any orthographic, terminological and place-name development. This will be done in consultation with Ainmean-Àite na h-Alba.



## **7 Delivery of the Plan**

- 7.1 As part of the Improvement and HR service, the Improvement and Organisational Development (IOD) team leads on the delivery of the Gaelic Language Plan supported by lead officers from across the Council and, where possible, by external partner organisations.
- 7.2 Lead officers will provide regular update reports to the Improvement and Organisational Development team and the Policy Lead Councillor for Community, Culture, Customer and Communication.
- 7.3 The Council will continue to invest resources in Gaelic education, language and culture and will realign priorities and resources for future development although we recognise that this is a difficult economic period for public services and with this in mind, we will make best use of resources.
- 7.4 The Council will also continue to consider any external and partnership funding opportunities that are appropriate. The Council accepts that a strong working relationship with other organisations operating in Argyll and Bute which deliver services and activities through Gaelic are pivotal to sustaining growth in Gaelic in Argyll and Bute and will lead to effective implementation of our language plan, thus creating more opportunities for Gaelic to be used.

## **8 Review and Monitoring of the Plan**

- 8.1 As a strategic corporate document, the Gaelic Language Plan will be monitored and scrutinised to the same level as the Council's Corporate Plan and service plans through a scorecard and presented at Council meetings.
- 8.2 Performance reports are submitted to the designated Gaelic lead spokesperson by lead officers on a quarterly basis and an annual monitoring report will be submitted to Bòrd na Gàidhlig.
- 8.3 It is important to acknowledge that the language plan remains adaptable and flexible to the priorities set out by the Council, particularly when circumstances may change.

## **9 Promotion of the Plan**

- 9.1 The plan will be promoted to all employees and elected members through the use of the website, 'The Hub' - which is the staff intranet, Cascade and newsletters.
- 9.2 Externally, the plan will be promoted through the website, the use of social media sites e.g. Facebook, Twitter and The 'furan' Gaelic Centre in Oban.

- 9.3 A Gaelic forum will be established and this will be a key mechanism for promoting the plan to community planning partners and Gaelic organisations and individuals operating across and outwith Argyll and Bute.

## **10 Responsibility of the Plan**

- 10.1 Overall responsibility for the Plan lies with the Chief Executive and the Policy Lead for Community, Culture and Housing.
- 10.2 The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of the plan is the Head of Improvement and HR.
- 10.3 Any queries about the day-to-day operation of the Plan should be communicated to [gaelic@argyll-bute.gov.uk](mailto:gaelic@argyll-bute.gov.uk) and will be co-ordinated by the Improvement and Organisational Development team.

## 11 Action Plan

Ref	Outcome	Success Measures	Target/Timescale
GP1	Gaelic is audible and visible in our communities	Delivery of 2 locally sourced Gaelic awareness sessions in identified localities	4 localities per annum 50 participants per annum
		Number of groups accessing Gaelic Centre in Oban	10 groups (by 2015)
		All internal and external signage replaced bilingually when required	100% within lifetime of the plan if signage condition requires replacement
		Increase Gaelic materials available through the library service	Target tbc once baseline is known 2015
		Website and multimedia platforms will have an increasing amount of Gaelic material	As platforms come on stream – at least 10 per cent in Gaelic
		Increase printed material available through the medium of Gaelic	Establish baseline of bilingual documents by end of 2014
		Formal process in place for translation and interpretation	2015
		Develop a standard policy for bilingual signage	2015
		Monthly press releases in Gaelic	Average of 2 per month by 2015
GP2	People have high quality opportunities for the use of Gaelic as a choice in a range of community initiatives	Improve monitoring framework for partners delivering activities	Agreed feedback protocols by 2015
		Gaelic forum meets biannually	2014

		Commission research to identify baseline Gaelic activities delivered	Report produced 2014
		Assess impact of community initiatives	Baseline study 2014 Annually from 2015 (analysis of the impact on local communities)
		Increase number of local Gaelic partnerships operating in Argyll and Bute	Increase to 9 by 2016 (baseline = 7)
GP3	People have access to Gaelic learning and usage opportunities	Number of students attending Gaelic language learning classes/courses	400 - 2014 (baseline = 358)
		Offer free Council venues for local provincial mods	Implement from 2014
		Continued financial support for local Gaelic partnerships	Annually on receipt of progress reports
		Promotion of Gaelic learning opportunities through the wider learning community and in collaboration with Bòrd na Gàidhlig	Working with CLD, advertising on website; distribution of fliers 2014
GP4	Bòrd na Gàidhlig are integrated into the Argyll and Bute Community Planning Partnership	Bòrd na Gàidhlig are invited to become a member of Argyll and Bute CPP.	2014
GP5	Continue to strengthen Gaelic activities for families with children aged 0-3	Gaelic Bookbug and other parent and toddler Gaelic activities, delivered in areas with Gaelic Medium Education(GME)	All areas with GME plus 5 additional areas (baseline = 6)

		Promote the benefits of bilingualism and Gaelic Education in partnership with Comann nam Parant/Bòrd na Gàidhlig and local communities	All areas with GME plus 2 additional areas (baseline = 6)
		Expand the Parental Advocacy Scheme in partnership with Comann nam Pàrant.	All areas with GME (baseline = 6)
GP6	Provide a high quality 3-18 experience for young people accessing Gaelic Education	Increase the number of curricular areas delivered through Gaelic in secondary school curriculum	4 by 2017
		Access to new qualifications through the medium of Gaelic	3 by 2017
		Number of schools offering Gaelic Language in the Primary School (GLPS)	Increase by 5 per year
		Provide CPD opportunities for all Gaelic Education staff	2 courses per year
		Strategy developed to increase the number of qualified teachers able to deliver GME and GLPS	Strategy developed by 2016
		Local and national policies are reviewed and implemented	Ongoing consultation
GP7	Ensure Lifelong Learning opportunities meet the needs of communities	Families, with young people in GME, accessing out of school activities for learning and using Gaelic	1 event per school term per area
		Young people with Gaelic engaging with the wider Gaelic community in a variety of settings	10 opportunities by 2017 per area
GP8	Maintain strong partnerships and networks to ensure breadth and depth of experiences in learning	Access to national/partnership specialist school support staff	2014

GP9	People are aware of the importance of Gaelic in the home	High quality promotion, marketing and literature that informs people of the benefits of creating a bilingual environment in the home setting	All areas with GME by 2015
GP10	People have opportunities for the natural use of Gaelic in the home setting supported by other key partner organisations.	Materials, resources and the language skills provided to empower families to create a Gaelic environment in the home.	All areas with GME by 2015
GP11	Gaelic is audible and visible in the workplace and in Council processes	Increase Council vacancies where Gaelic is desirable	100% by 2015
		Council vacancies which are Gaelic essential or desirable will be advertised bilingually	100% by 2015
		Increase Gaelic content on 'The Hub' and website	2 each quarter by 2015
		Promotion of good news stories in and relating to Gaelic	Ongoing – news stories available on the Council website, 'The Hub', Cascade, Noticeboards
		Staff are engaged with the Gaelic Language Plan	Ongoing – The website, 'The Hub', Cascade
		Mail and email received in Gaelic will be responded to in Gaelic	100%
		Complaints received in Gaelic are responded to in Gaelic within timescale	100%
		Standard bilingual welcome for Council Reception staff	2015
GP12	Staff have opportunities to improve their Gaelic	Carry out a staff language skills audit	Audit carried out in 2014 Findings published in 2015

	language skills and this supports the use of Gaelic in a range of situations, in the workplace and in the community	Council staff and Community planning partners' staff accessing language learning classes	50 new employees by 2014
		Number of staff accessing Gaelic Toolkit	100 per annum
		Committee meetings opened with a Gaelic greeting	100% of full Council meetings opened with Gaelic greeting 2014
		Automated messages on contact with the council to have a Gaelic greeting	Bilingual welcome on switchboard 2014
		Increase Gaelic content on plasma screens at customer service points	Welcome greeting, date to appear bilingually by 2014
		Promotion of Gaelic activities in Argyll and Bute on website, plasma screen and customer service points	Links to national and local organisations, promotion of events, courses etc.
GP13	Gaelic is used in arts, media and culture	Host a successful Royal National Mod	Every 3 years
		Gaelic media organisations included in distribution of all council press releases	100%
		Increase number of Fèisean events held in Argyll and Bute	(baseline tbc) Increase of 10 per annum
GP14	People participate in Gaelic arts, media heritage events	Increase participants in Royal National Mod	Greater number participating when Mod returns to a previous venue (An Comunn Gàidhealach)
		Increase visitors attending Royal National Mod	Greater number of attendees when Mod returns to a previous venue
		Increase number participating in Fèisean events	Increase by 5% per year (408 in 2011/12)
		Increase number attending Fèisean events	Increase by 5% per year (987 in 11/12)
GP15	Gaelic related activities bring economic benefits	Increase economic impact of hosting Royal National Mod	£2.2m (baseline from 2009 Mod)

		Increase tutors in feisean activities	100 by 2016
		Support HIE Research – “Economic and Social Impact of Gaelic Language as an Asset”	Financial contribution to HIE Research