



Highlands and Islands Airports Ltd (HIAL)

**GAELIC LANGUAGE PLAN
2013-2018**

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 18 December 2013.

FOREWORD

HIAL's airports are integral to the social and economic well being of regional Scotland, connecting Scotland's remote Highland and Island locations and the cities of Inverness and Dundee to the rest of the world.

The Gaelic language and culture is an important part of Scotland's heritage and identity. With airports across Scotland and around 1.3 million UK and international passengers, HIAL is determined to play its part in supporting the development of Gaelic, and in raising its profile across Scotland.

This Gaelic Language Plan sets out how we intend to achieve this ambition, in line with the aspirations and objectives of the *National Gaelic Language Plan* and the Gaelic Language (Scotland) Act 2005.



A handwritten signature in black ink, appearing to read 'Inglis Lyon'.

Inglis Lyon
Managing Director, HIAL

Contents

Summary

Chapter 1 **Introduction**

- Description of the public authority
- Gaelic in the authority's area of operation
- Applying our Gaelic Language Plan

Chapter 2 **Core Commitments**

- Identity
- Communications
- Publications
- Staffing

Chapter 3 **Policy Implications for Gaelic: implementing the National Gaelic Language Plan**

- Language Acquisition
- Language Usage
- Language Status
- Language Corpus

Chapter 4 **Implementation and Monitoring**

Contact Details

Summary

Highlands and Islands Airports Ltd (HIAL) recognises that Gaelic is an integral part of Scotland's heritage, national identity and cultural life. HIAL is committed to the objectives set out in the *National Gaelic Language Plan* and has put in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

HIAL recognises that the position of Gaelic is extremely fragile and if Gaelic is to be revitalised as a living language in Scotland, a concerted effort on the part of government, the public and private sectors, community organisations and individual speakers is required to:

1. *enhance the status of Gaelic;*
2. *promote the acquisition and learning of Gaelic;*
3. *encourage the increased use of Gaelic.*

This document is HIAL's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

HIAL's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act, and having regard to the *National Gaelic Language Plan* and the *Guidance on the Development of Gaelic Language Plans*.

Structure of the Gaelic Language Plan

The key components of our Gaelic Language Plan are:

Chapter 1 – Introduction

This chapter provides the background and context relating to the preparation of Gaelic Language Plans under the 2005 Act and the structure of HIAL's main areas of operation. It also provides a summary of the demography of the Gaelic language.

Chapter 2 – Core Commitments

This chapter sets out how HIAL will use, and enable the use of Gaelic in relation to our main business functions. It covers key areas of operation such as corporate identity, signage, communication with the public and the use of Gaelic on our website. This chapter sets out *the basic minimum level* of Gaelic language provision to which we are committed to providing in the lifetime of the Plan.

Chapter 3 – Policy Implications for Gaelic: implementing the National Gaelic Language Plan

This chapter sets out how HIAL will help implement the *National Gaelic Language Plan*. It also shows how we intend promoting the use of Gaelic in service planning and delivery, particularly in policy areas, such as security and customer service. This chapter also considers how we will take account of Gaelic and our Gaelic Language Plan when drafting new policies and considering new strategies.

Chapter 4 – Implementation and Monitoring

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

Chapter 1 - Introduction

Setting the Context for Developing Gaelic Language Plans

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

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

Consultation on a draft Gaelic Plan:

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. A draft Gaelic Language Plan was published on 1 April 2013 for consultation and was subsequently presented to Bòrd na Gàidhlig for consideration on 6 June 2013, together with a report on the consultation. There was a very limited response to the consultation process. However, the comments raised were nevertheless given careful consideration.

Approval of HIAL's Gaelic Language Plan

HIAL's Gaelic Language Plan was approved by the Gaelic Usage Committee (Comataidh Cleachdadh Gàidhlig) on 18 December 2013.

Overview of the functions of *HIAL* and the use of Gaelic within our area of operation

Background

Highlands and Islands Airports Ltd was first established in 1986 and is wholly owned by Scottish Ministers and sponsored by Transport Scotland.

HIAL operates 11 regional airports across Scotland at Barra, Benbecula, Campbeltown, Dundee, Inverness, Islay, Kirkwall, Stornoway, Sumburgh, Tiree and Wick John O'Groats.

The HIAL network stretches across a vast swathe of Scotland and is perhaps the most diverse of Scotland's airport operators with its mix of remote island and coastal locations, as well as city airports.

Working with its stakeholders and airline partners, HIAL is committed to supporting the essential socio-economic role of aviation in Scotland through the maintenance and development of our airports.

Our core activities are:

- Providing airports which meet regulatory standards and support essential transport connectivity
- Maintaining and developing airport infrastructure and services
- Working with airlines and stakeholders to maintain and develop scheduled, charter and freight air services

Our mission:

To provide and operate safe, secure and efficient airports which support the communities we serve.

Our goal is to:

- Provide airports that enable air transport to fulfill its essential role in Scotland's diverse regions
- Work with stakeholders to develop sustainable air connectivity that supports socio-economic development in Scotland
- Advise Scottish Ministers on future developments and resource allocation through robust strategic planning and effective collaboration with airport users and stakeholders

Connecting Scotland

The HIAL group connects regional Scotland to a network of more than 30 UK and international destinations, including Aberdeen, Edinburgh, Manchester, Birmingham, Belfast, London, Southampton, Jersey, Amsterdam, Bergen and Zurich. Popular holiday destinations in Portugal, France and Italy are also served from Inverness, the busiest airport in the HIAL network.

In 2013, HIAL's airports handled 1.35 million passengers.

Supporting the regional economy

HIAL airports serve the economic and commercial interests of regional Scotland, supporting oil and gas helicopter operations, lighthouse maintenance and Royal Mail services. By maintaining a strong network of UK and European destinations, HIAL airports also provide vital domestic and international connections for business and inbound tourism.

The company employs more than 500 people across its 11 airports, and at its group headquarters in Inverness.

HIAL receives subsidies from the Scottish Government in accordance with section 34 of the Civil Aviation Act 1982.

Gaelic within HIAL's area of operation

HIAL airports cover a wide area of Scotland, encompassing no less than six local authorities: Shetland Islands, Orkney Islands, Highland, Eilean Siar (Western Isles), Argyll & Bute and Dundee City.

According to the 2011 Census, some 87,000 people in Scotland aged 3 and over have some Gaelic ability (1.7% of the population). This compares with 92,400 (1.9% of the population) in the 2001 Census. The number of people who speak, read and write Gaelic in 2011 was 32,000 (0.6% of the population), broadly unchanged since 2001. The age profile of Gaelic speakers is weighted towards the upper end of the demographic. However, the number of young people speaking Gaelic has increased, particularly among the 3 to 4 and 5 to 14 age groups.

The greatest concentration of people with some Gaelic ability is in the Highlands and Islands, particularly in Eilean Siar, which includes Barra, Benbecula and Stornoway airports. Here, around 16,500 people (62% of the population) have some Gaelic ability, the highest proportion of any area of Scotland.

Similarly, in Highland, around 16,600 people have some Gaelic ability, though this accounts for a smaller proportion of the overall population, at just 7.3%. The majority of Gaelic speakers in Highland are concentrated in Inverness, the administrative capital of the region, with significant – but smaller – Gaelic speaking communities in the neighbouring towns and villages, including Dingwall, Nairn, Daviot and Dores.

The north-west Highlands also have a relatively high proportion of Gaelic speakers, particularly in areas such as Applecross, Gairloch, Lochcarron, and areas of Lochaber including Arisaig and Ardnamurchan. Areas of Sutherland, including Tongue, also have a high proportion of Gaelic speakers.

Argyll & Bute records around 5,000 people with some Gaelic ability, accounting for almost 6% of the population.

Outwith Highland, Eilean Siar and Argyll & Bute, the proportion of people within HIAL's area of operation with some Gaelic language ability is relatively small, accounting for around 1% of the population in Orkney Islands, and approximately 0.8% in Shetland Islands and Dundee City respectively.

Gaelic medium education

The Highlands and Islands offer a range of opportunities for children and young people interested in developing their Gaelic language skills and understanding of the culture and history of the language.

A Gaelic medium education school, Bun-sgoil Ghaidhlig Inbhir Nis, the first purpose built facility of its kind in Scotland, opened in Inverness in 2007 and has more than 160 primary school pupils and almost 100 nursery pupils. The facility was expanded in 2010. The first Gaelic medium primary in Caithness, Mount Pleasant Primary School, opened in August 2013.

Currently, the Highland region offers the highest number of pre-school, nursery, primary, secondary medium education and Gaelic learner education places in Scotland, with more than 2,900 children engaged across the region. The Highland Council has produced an [interactive map](#) which details Gaelic nurseries, primary schools and secondary schools throughout the region.

Eilean Siar and Argyll & Bute offer 2000 and 800 places respectively. There is no Gaelic education provision in Orkney, Shetland or Dundee.

Higher education

The Highlands and Islands also have a strong tradition of supporting Gaelic higher education. Sabhal Mòr Ostaig, founded in 1973, has been crucial to the development of Gaelic higher education. Since the college began offering higher education (HE) in 1983, more than 800 people have graduated. At present there are 228 students enrolled at the College on an HE course, and some 900 people had registered for a short course at the college in the outgoing academic year.

Sabhal Mòr Ostaig is one of the 13 colleges which constitute The University of the Highlands and Islands (UHI) which also provides a range of undergraduate courses in Gaelic, including Gaelic and Media Studies (BA Hons), Gaelic Education (MA Hons) and Gaelic Language and Culture (BA Hons). Courses are provided at Sabhal Mòr Ostaig and Lews Castle College, in Stornoway. Distance learning options are also available in conjunction with the University of Aberdeen.

Gaelic community organisations

Within HIAL's operating area, there are a number of community and cultural organisations that work to support the development of Gaelic. These include, for example, An Comunn Gàidhealach, headquartered in Inverness, which is the oldest Gaelic Language organisation and is the body responsible for organising and running the Royal National Mòd. With offices in Inverness and Stornoway, Comunn na Gàidhlig is a social enterprise which provides Gaelic services throughout Scotland, including education, funding and youth support. Other important organisations include Clì Gàidhlig, which supports adult learning, Gaelic publisher Acair and cultural agency Ceòlas. At a grassroots level, organisations such as

Dundee Gaelic Choir and Ionad Chaluim Chille Ile (Islay Gaelic Centre) play an important role in promoting the language in their respective communities. A full list of such organisations in the HIAL area can be obtained from Bòrd na Gàidhlig.

Gaelic public organisations

There are a number of public bodies throughout HIAL's operating area charged with the development of Gaelic. These include, for example, The Highland Council, Comhairle nan Eilean Siar, Argyll & Bute Council and Bòrd na Gàidhlig. Although its remit is to promote social and economic development, Highlands and Islands Enterprise, headquartered in Inverness but with offices across the region, plays an important role in supporting the many community organisations which enable Gaelic to flourish. In doing so, it helps raise the visibility of Gaelic and achieves cultural and economic benefits for the region. Gaelic broadcasting is supported by BBC Alba, BBC Radio nan Gàidheal and MG Alba, which provide a range of programming for BBC radio, television and online. A complete list of Gaelic public organisations can be obtained from Bòrd na Gàidhlig.

Current provision of Gaelic at HIAL airports



Gaelic is used on a daily basis as a community language at HIAL's Western Isles airports, notably Barra, Benbecula and Tiree, where a number of airport staff use the language informally to communicate with passengers.

A number of airport welcome signs, including those at Tiree, Stornoway, Inverness and Wick John O'Groats, incorporate Gaelic.

At Tiree, fire vehicles also bear the airport's name in Gaelic.

Gaelic also features on the live flight information section of the Stornoway Airport website.

Increasingly, the Gaelic version of HIAL's marketing strapline Connected (Ceangailte) is also being rolled out in airport signage, and in advertising and promotional material.

Additionally, airports at Inverness and Stornoway have previously hosted Gaelic related cultural festivals and events including the Royal National Mòd and Blas, and continue to showcase such events on their respective websites.

Gaelic within the organisation

There are no posts within HIAL where Gaelic is a designated responsibility or desired requirement.

In order to better understand the extent of Gaelic use among staff, as well as employee attitudes towards the Gaelic language and culture, HIAL commissioned an internal Gaelic language survey between December 2012 and January 2013.

The purpose of the survey was to understand:

- the current use / demand for Gaelic language communication within HIAL;
- the current capacity for Gaelic language communication within HIAL;
- training demands / requirements in relation to HIAL staff;
- and to help inform the development of HIAL's Gaelic Language Plan.

The sampling profile included all staff within the following locations:

- | | |
|--------------------|----------------------|
| - Barra | - Inverness |
| - Benbecula | - Islay |
| - Campbeltown | - Stornoway |
| - Corporate Office | - Tiree |
| - Dundee | - Wick John O'Groats |

Staff at Sumburgh and Kirkwall were exempt from the process.

The survey received 127 responses. This equates to a response rate of 22% of the entire HIAL workforce and 28.5% of those invited to participate in the survey.

The survey found that the majority of respondents (66%) have no understanding of Gaelic, in any form. Around 9% described themselves as fluent Gaelic speakers, but only 3% described themselves as fluent in writing/reading Gaelic

Gaelic is most commonly used in conversation and is less frequently used for any written correspondence. Some 6% said they used Gaelic in conversation with customers and clients, and 4% with colleagues, typically less than once a month. However, 73% said they never used Gaelic in conversation. Just 1% said they used Gaelic several times a month to correspondent with customers and clients.

Around 13% of staff with some Gaelic language ability expressed a strong interest in enhancing their confidence levels through Gaelic literacy classes or Gaelic

conversation classes. However, the majority showed no demand for support to boost their confidence levels.

Similarly, the majority of respondents did not believe the use of Gaelic could be increased in the workplace.

Some 11% of staff expressed a strong interest in undertaking distance learning courses or evening classes to support their Gaelic language training. However, the majority expressed no interest in undertaking Gaelic language training.

While the number of staff who have expressed an interest in developing new Gaelic language skills, or nurturing their existing language skills, is relatively small as a proportion of our workforce, we will work closely with our employees to increase awareness of the Gaelic language and culture, particularly among public facing staff, and to support those who wish to develop their Gaelic language skills. HIAL has used the results of this survey to help inform this Gaelic Language Plan. We will measure the success of our efforts by commissioning further staff surveys, over time.

As a first step, Inverness Airport rolled out introductory Gaelic language courses for airport and head office staff in April 2013. The six week course focussed on conversational Gaelic, pronunciation and useful phrases for the airport environment.

Applying the Gaelic Language Plan

The HIAL Gaelic Language Plan will be prioritised at airports in those regions with the greatest number of Gaelic speakers (Eilean Siar, Highland and Argyll & Bute).

At Dundee Airport, where there are no Gaelic speakers in the organisation, there will be less emphasis on the use of spoken Gaelic but staff who express a desire to learn Gaelic will be fully supported. Gaelic will also be used in corporate and promotional material, including signage and vehicle livery.

Outwith the commitment to develop a bilingual logo and website, Sumburgh and Kirkwall airports will be exempt from the plan, in recognition of the distinct cultural and linguistic characteristics of those locations.

The plan recognises that while HIAL has an important role to play in supporting and promoting Gaelic at its airports, there are some practical matters to consider. Airports are complex multi-layered organisations, home to a diverse range of businesses and organisations each of which has responsibility for different aspects of the customer experience. For example, HIAL is responsible for screening passengers and their hand luggage, flight announcements are made by airlines and their handling agents, and passport control is the responsibility of the UK Border Agency.

Although airlines and other private companies are outwith the scope of this plan, HIAL will nevertheless work with its partners to promote the use of Gaelic in passenger communications, where appropriate. We will also encourage other Scottish airports, which are not subject to the provisions of the 2005 Gaelic Language Act, to work with us to promote the Gaelic language and culture.

HIAL's primary responsibility is to ensure the safety and security of its passengers. Aviation security is strictly regulated by the Civil Aviation Authority to ensure a high and consistent standard of service across the UK. We have outlined a number of core commitments in this plan in respect of security, including the provision of Gaelic awareness training for front line security personnel, and a commitment to introduce bilingual security information signs. However, these and other commitments in respect of security, as well as airport wayfinding, may be subject to approval by the appropriate regulator.

Additionally, it is important to note that English is the global language of the aviation industry, even in countries where English is not the first language, and there are certain operational roles where the use of Gaelic would be undesirable. For example, an Air Traffic Controller must have a high level of English and cannot communicate to pilots in Gaelic in a professional capacity, even if both are fully proficient in the language. Of course, either language could be used in a social context.

Chapter 2 – Core Commitments

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig notes that creating the right environment for the use of Gaelic in public life is one of the key components of language regeneration. HIAL is committed to demonstrating equal respect for English and Gaelic in the provision of bilingual services and resources and to making an active offer to provide such services in a bilingual capacity.

The Bòrd has identified four core areas of service delivery that it wishes public bodies to address when preparing Gaelic Language Plans:

<i>Identity:</i>	<i>corporate identity signage</i>
<i>Communications:</i>	<i>reception passenger engagement passenger communications telephone mail and e-mail forms public meetings complaints procedures</i>
<i>Publications:</i>	<i>public relations and media printed material websites exhibitions</i>
<i>Staffing:</i>	<i>training language learning recruitment advertising</i>

In addition, Bòrd na Gàidhlig has set out four specific requirements for HIAL's Gaelic Language Plan:

- Render the corporate logo bilingual, demonstrating equal respect for the languages, for general use on a new or replacement basis
- Apply bilingual airport signage and vehicle livery, demonstrating equal respect for the languages, outwith the Northern Isles, on a new or replacement basis
- Develop a policy on increased bilingual provision in public announcements at Inverness and Hebridean airports
- To encourage the implementation and delivery of Ginealach Ùr na Gàidhlig (An Action Plan to increase the number of Gaelic speakers)

Implementation of the Scottish Government's Strategic Objectives

We work closely with our customers and stakeholders to ensure that our strategic goals support sustainable development within the communities we serve, and are aligned with the strategic objectives of the Scottish Government.

The strategic objectives are:

- 1. Wealthier and Fairer** – our airports provide access to air transport connections which support sustainable economic growth and social inclusion.
- 2. Smarter** – air links provide access to education, employment, skills and resources which contribute to the socio-economic viability of more remote communities.
- 3. Healthier** – our airports facilitate access to healthcare services for remote communities, including the provision of Scottish Air Ambulance and Search and Rescue services.
- 4. Safer and Stronger** – air links enhance the attractiveness of the communities we serve as places in which to live, work and invest.
- 5. Greener** – reducing the environmental impact of aviation through resource efficiency contributes to a greener Scotland.

In preparing this Gaelic Language Plan, we have identified the strategic objectives this plan will support. We have outlined these under each of our core commitments, with a number relating to the relevant strategic objective.

Section 1 - Identity

Rationale:

The presence of Gaelic in the corporate identity and signs of a public authority greatly enhances the visibility of the language, increases its status and makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich the vocabulary of Gaelic users, raise public awareness of the language and contribute to its development.

HIAL recognises the importance of extending the visibility of Gaelic and increasing its status.

Development Function: <i>Corporate Identity</i>			
Current practice	Actions	Lead Officer	Timescale
<i>Gaelic is used in some corporate communications, including its Annual Report. HIAL has also developed a Gaelic version of its strapline 'Connected' in corporate and marketing communications.</i>	HIAL will create a bilingual version of its corporate logo – and the corporate strapline 'local access, global outlook - for use in all print and digital communications, demonstrating equal respect and treatment for the language.	Lynda Johnston	Work ongoing
Relevant Strategic Objectives assisted: 1, 2			

Development Function: <i>Signage (internal and external)</i>			
Current practice	Actions	Lead Officer	Timescale
<i>Gaelic is used in some airport locations, primarily in welcome signs.</i>	Over time, company vehicles, welcome signs and staff uniforms will be rendered bilingual, demonstrating equal respect for English and Gaelic, on a new and replacement basis.	Mark Stuart	Commence end 2013 with roll out of new fire service fleet
Relevant Strategic Objectives assisted: 1, 2			

Section 2 – Communications

Rationale:

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

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

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

Development Function: <i>Reception</i>			
Current practice	Actions	Lead Officer	Timescale
<i>Public facing reception staff at Head Office and at airport locations have little or no understanding of Gaelic.</i>	HIAL will undertake a training needs analysis to better understand the scope for staff development.	Gillian Haston	Commence winter 2013
	HIAL will develop a programme of Gaelic awareness and language skills training for reception staff at head office and for airport information staff. .	Gillian Haston	Commence spring 2014
Relevant Strategic Objectives assisted: 1, 2, 4			

Development Function: <i>Passenger engagement (within airports)</i>			
Current practice	Actions	Lead Officer	Timescale
<i>A small number of HIAL staff use Gaelic in conversation.</i>	Where available, suitable Gaelic language ambassadors will be identified at key locations (Inverness, Barra, Benbecula, Islay, Stornoway and Tiree) to engage with passengers, if requested.	Airport Managers	Ongoing
	HIAL will develop and actively offer a programme of Gaelic awareness and	Mark Stuart/Kaye	Commence spring 2014

	language skills training for front line staff, including security personnel.	Pudwell	
	Public facing staff in Inverness, the Western Isles, Islay, Tiree and Campbeltown will be supported to use Gaelic in greetings.	Mark Stuart	Commence spring 2014
	Welcome signs at information desks will inform passengers of the availability of Gaelic speaking staff.	Mark Stuart/Airport managers	Commence winter 2013
Relevant Strategic Objectives assisted: 1, 2, 4			

Development Function: <i>Passenger communications (within airports)</i>			
Current practice	Actions	Lead Officer	Timescale
<i>There is some use of Gaelic within airport terminals, primarily in Inverness and the Western Isles airports.</i>	HIAL will apply bilingual signs at Inverness, the Western Isles and Tiree, in the first instance, subject to approval by the regulator. New signage will demonstrate equal respect for both languages.	Mark Stuart	Commence winter 2013
	Bilingual signage will be extended to Islay, Campbeltown, Wick John O' Groats and Dundee as part of the normal replacement and upgrading process.	Mark Stuart	Roll out on new and replacement basis
	Pre-recorded security announcements will be made in Gaelic, demonstrating equal respect for both languages.	Kaye Pudwell	Commence winter 2013
	In Inverness, Eilean Siar, Tiree, Islay, Campbeltown, Wick and Dundee bilingual security information signs will be introduced as part of the normal replacement and upgrading process, subject to approval by the regulator.	Mark Stuart/Kaye Pudwell	Begin winter 2013, roll out thereafter
	Terminal flight information screens will be bilingual, where technically feasible.	Mark Stuart/Airport Managers	Commence 2014 with introduction of new FID investment
	HIAL will encourage third parties to support and promote Gaelic language and culture through their own passenger communications.	Airport Managers/Senior Management Team	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 4			

Development Function: Telephone			
Current practice	Actions	Lead Officer	Timescale
<i>There is no policy in place regarding the handling of Gaelic telephone calls.</i>	We will provide Gaelic awareness training for public facing staff.	Gillian Haston	Commence spring 2014
	Where possible, we will seek to provide callers with access to a Gaelic speaking member of staff, and will actively offer this service to passengers.	Mark Stuart/Airport Managers	Identify suitable staff; commence spring 2014
	Answer machine messages at HIAL reception and Inverness, the Eilean Siar, Islay, Tiree, Islay, Campbeltown, Wick and Dundee airport information desks will include Gaelic.	Kirsteen Adams/Airport Managers	Commence winter 2013
Relevant Strategic Objectives assisted: 1, 2, 4			

Development Function: Mail and E-mail			
Current practice	Actions	Lead Officer	Timescale
<i>There is no formal policy in place regarding Gaelic correspondence.</i>	HIAL will commit to reply to written/email Gaelic correspondence in a timely manner, in line with its equivalent response time for English correspondence (5 working days), and will actively and prominently offer this service on our website.	Mark Stuart	Ongoing
	We will incorporate Gaelic in our email signature for staff at HIAL Head Office and airports in Highland, Eilean Siar, Argyll & Bute and Dundee.	Mark Stuart	Commence spring 2014
	HIAL will amend company stationary to include the bilingual logo on a new and replacement basis.	Lynda Johnston	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: <i>Forms</i>			
Current practice	Actions	Lead Officer	Timescale
<i>HIAL makes no provision for the use of Gaelic in forms.</i>	HIAL will review existing forms and identify which should be bilingual.	Business Support Team	Ongoing
	HIAL will welcome the completion of forms submitted in Gaelic and will actively encourage passengers to communicate in Gaelic.	Business Support Team	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: <i>Public meetings</i>			
Current practice	Actions	Lead Officer	Timescale
<i>HIAL has no Gaelic speakers among its senior team.</i>	HIAL will provide staff with Gaelic translation skills to represent the company at key public meetings and an active offer will be made for this service.	Lynda Johnston	Commence spring 2014
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: <i>Complaints Procedure</i>			
Current practice	Actions	Lead Officer	Timescale
<i>HIAL makes no provision for Gaelic in its existing complaints procedure.</i>	HIAL will provide public facing staff with guidance on handling complaints in Gaelic.	Mark Stuart/Airport Managers	Commence spring 2014
	HIAL will respond to written/email Gaelic complaints <i>in Gaelic</i> within 5 working days.	Mark Stuart/Airport Managers	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Section 3 – Publications

Rationale:

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

HIAL is committed to increasing the use of Gaelic in high profile publications or where the subject matter relates specifically to Gaelic issues.

Development Function: <i>Public Relations and Media</i>			
Current practice	Actions	Lead Officer	Timescale
<i>Gaelic is used in press releases relating to high profile issues, including the Annual Report, or where the subject matter is relevant to Gaelic.</i>	HIAL will identify Gaelic speaking staff who are willing to undertake media training.	Lynda Johnston	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: <i>Printed Material</i>			
Current practice	Actions	Lead Officer	Timescale
<i>HIAL's 2012-13 Annual Report was published bilingually. There is some use of Gaelic in HIAL's passenger magazine.</i>	All future HIAL publications will incorporate the bilingual corporate logo and strapline, or the relevant airport strapline.	Lynda Johnston	Redesign ongoing
	HIAL will continue to publish a number of our key corporate documents, including the Annual Report and Gaelic Language Plan, bilingually, demonstrating equal respect.	Lynda Johnston	Ongoing
	HIAL's passenger magazine Aurora will include features on Gaelic language and culture.	Lynda Johnston	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: Websites			
Current practice	Actions	Lead Officer	Timescale
<i>There is limited use of Gaelic on the HIAL website, including flight information. Additionally, some airport websites promote Gaelic cultural events.</i>	The HIAL corporate website will include a new, high profile, dedicated Gaelic section which will include essential information about the company and links to relevant press releases and the Gaelic Language Plan.	Lynda Johnston	Commence spring 2014
	Inverness, Tiree, Barra, Benbecula, Stornoway, Wick John O'Groats, Islay, Campbeltown and Dundee airports will incorporate a welcome message in Gaelic on their homepage, and provide flight information in English and Gaelic.	Lynda Johnston	Commence 2014
	HIAL will continue to promote Gaelic cultural events on its website.	Kirsteen Adams	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: Exhibitions			
Current Practice	Actions	Lead Officer	Timescale
<i>There is limited use of Gaelic in marketing material.</i>	All future HIAL consumer publications will incorporate the bilingual corporate logo and strapline, or the relevant airport strapline.	Lynda Johnston	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: Cultural performances			
Current practice	Actions	Lead Officer	Timescale
<i>Some airport terminals have hosted Gaelic cultural events eg. The Royal National Mòd and Blas.</i>	HIAL will continue to showcase Gaelic cultural events at its terminals, working in partnership with the tourism industry and cultural organisations.	Airport Managers	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Section 4 – Staffing

Rationale:

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

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

HIAL recognises the importance of seeing Gaelic as a job skill and of identifying situations in which its use is desirable. HIAL also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Development Function: Training			
Current Practice	Actions	Lead Officer	Timescale
<i>There is no established policy for Gaelic awareness training.</i>	HIAL will undertake a survey to better understand the extent of Gaelic language skills among staff, and will refresh these surveys, over time.	Lynda Johnston	Completed
	Using the analysis from this survey, HIAL will develop a programme of Gaelic awareness and language skills training, initially for reception staff.	Gillian Haston	Commence spring 2014
	Over time, we will make this training available to all public facing staff, including security personnel.	Gillian Haston	2014
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: Language Learning			
Current Practice	Actions	Lead Officer	Timescale
<i>HIAL does not currently offer Gaelic language training for staff.</i>	We will provide staff who wish to improve their Gaelic language skills access to online Gaelic language toolkits.	Gillian Haston	Commence with roll out of training
	HIAL will appoint Gaelic language ambassadors – staff fluent in Gaelic – to help and encourage their colleagues in the use of Gaelic.	Mark Stuart/ Airport Managers	Ongoing

	We will provide learning opportunities for staff who wish to improve their Gaelic language skills.	Mark Stuart/ Airport Managers	Commence with roll out of training
	We will work with our partners in Highland Council, HIE, UHI and other organisations to share learning and best practice.	Gillian Haston	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: <i>Recruitment</i>			
Current Practice	Actions	Lead Officer	Timescale
<i>All recruitment to HIAL is carried out in accordance with the Civil Service rules on fair and open competition.</i>	HIAL will make it clear that we welcome Gaelic speakers in recruitment advertising.	Gillian Haston/ Mark Stuart	Ongoing
	We will ensure that where a certain level of Gaelic speaking skills is required, candidates are aware of this at the outset. We will make it clear that Gaelic is desirable for public facing roles.	Gillian Haston	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Development Function: <i>Advertising</i>			
Current practice	Actions	Lead Officer	Timescale
<i>HIAL does not make any provision for the use of Gaelic in recruitment advertising.</i>	All advertisements will incorporate the bilingual corporate logo and strapline.	Gillian Haston	Ongoing
	HIAL will encourage the recruitment of Gaelic speakers and all advertisements will carry a message to this effect, in Gaelic.	Gillian Haston	Ongoing
	Where Gaelic is an essential requirement for a particular post, we will advertise such a post bilingually, demonstrating equal respect for English and Gaelic.	Gillian Haston	Ongoing
Relevant Strategic Objectives assisted: 1, 2, 5			

Chapter 3 – Policy implications for Gaelic: implementation of the National Gaelic Language Plan

Policy implications for Gaelic

HIAL recognises that the various priority areas identified in the National Gaelic Language Plan will be primarily implemented through our Gaelic Language Plan but that opportunities will arise to promote and develop the language through existing policy measures. HIAL will examine current policy commitments to identify areas where Gaelic can be pro-actively incorporated and the priorities of the National Gaelic Language Plan initiated through additional methods. We see this development as corresponding to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

In the formation, renewal and monitoring of policies, HIAL will ensure that the impacts on Gaelic will be in line with the National Gaelic Language Plan.

Overview of the National Gaelic Language Plan

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

1. Language Acquisition

Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic, through:

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

2. Language Usage

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

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

3. Language Status

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

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

4. *Language Corpus*

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

- increasing the relevance and consistency of the Gaelic language
- increasing the quality and accessibility of Gaelic translations
- increasing the availability of accurate research information

Commitment to the Objectives of the National Gaelic Language Plan

HIAL is committed to ensuring that the National Plan is implemented, and in this section we set out how we will achieve that aim.

▪ **Language Acquisition**

Rationale:

HIAL recognises that building a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the home and workplace, education and adult learning as the key means of achieving this. In line with the core commitments outlined in this plan, we will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scotland:

- Providing Gaelic awareness training for front line staff
- Supporting staff who wish to develop their Gaelic language skills
- Identifying suitable Gaelic language ambassadors, from within the organisation, to promote Gaelic in the workplace

▪ **Language Usage**

Rationale:

HIAL recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities, and therefore commit to:

- Ensure that our corporate and airport signage is bilingual and that passengers are encouraged to communicate to airport staff in Gaelic
- Provide learning opportunities for staff who wish to learn about the Gaelic language and culture
- Actively offer to respond to all Gaelic correspondence *in Gaelic*
- Identify Gaelic language ambassadors to engage with Gaelic speaking passengers
- Encourage the use of Gaelic in the community through our support for Gaelic cultural events
- Provide media training skills to enable appropriate Gaelic speaking staff to engage with the Gaelic media
- Work with our airlines and other partners to promote Gaelic speaking Scotland in passenger communications

3. Language Status

Rationale:

HIAL recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives. Our commitment to promote the visibility of Gaelic is demonstrated by:

- The implementation of the HIAL Gaelic Language Plan, which outlines the part we will play in supporting the development of Gaelic in Scotland
- Promoting Gaelic as a vibrant, living language and an important symbol of Scotland's cultural identity
- Our commitment to develop a bilingual logo and increase the use of Gaelic in branding, corporate publications, airport signage and passenger communications

4. Language Corpus

Rationale:

HIAL recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language. In support of this objective, we will:

- Liaise with Ainmean-Àite na h-Alba to ensure consistency as we roll out Gaelic signage across our airports
- Publish a number of our key corporate documents, including the Gaelic Language Plan and Annual Report, bilingually
- Ensure a high quality of translation
- All written materials will be aligned with the guidance contained in Gaelic Orthographic Conventions

Chapter 4 – Implementation and Monitoring

Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from the date on which it is approved by Bòrd na Gàidhlig, or until a new plan has been put in place. In Chapter 2 – *Core Commitments* and Chapter 3 – *Policy Implications for Gaelic*, we have set out the individual target dates for when we expect to implement specific commitments.

Publicising the Plan

HIAL's Gaelic Language Plan will be published bilingually on the HIAL website. In addition, we will:

1. issue a bilingual press release announcing the launch of the plan;
2. promote the launch of the plan on Facebook and Twitter, and in the company's passenger magazine, Aurora;
3. make copies of the plan available in our public offices and reception areas;
4. make the plan known to employees via the HIAL Intranet;
5. distribute copies of the plan to Non-departmental Public Bodies and agencies, stakeholders, business partners and contractors;
6. distribute copies of the plan to Gaelic organisations;
7. distribute copies of the plan to other interested bodies; and
8. make copies available on request.

In all our communications we will demonstrate equal respect for Gaelic and English.

Administrative Arrangements for Implementing the Gaelic Language Plan

This plan is the policy of HIAL and has been endorsed both by our senior management team and Board members.

Overall Responsibility:

The Managing Director will be responsible ultimately for ensuring that HIAL delivers on the core commitments set out in this Plan.

Individual Staff members:

Staff awareness sessions will be provided to communicate HIAL's core commitments and the role that staff can play in supporting the Gaelic language and culture. Suitable Gaelic speaking Gaelic Language Ambassadors will be identified from within the organisation to support the implementation of the plan and promote Gaelic within the workplace.

Services delivered by third parties:

Third party service providers, including airlines, handling agents and retailers, will be made aware of the plan and encouraged to support HIAL in the implementation of the plan.

Informing other organisations of the Plan

HIAL will use a variety of channels to communicate its plan including the HIAL website. In addition, a bilingual press release will be issued to local, regional and national media, and copies of the plan will be distributed to key stakeholders. We will also use social media channels to promote the plan.

Resourcing the Plan

HIAL will resource the commitments outlined in this plan within existing budgets. Where appropriate, external funding will be sought from external funding sources.

Monitoring the Implementation of the Plan

A report on the progress of the Plan will be submitted to the HIAL Board and to Bòrd na Gàidhlig on an annual basis.

Contact details

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of HIAL's Gaelic Language Plan is:

Lynda Johnston
Business Development
HIAL
Head Office
Inverness Airport
Inverness
IV2 7JB

01667 464277
ljohnston@HIAL.co.uk

Queries about the day to day operation of the plan should also be addressed to the above senior manager.



Puirt-adhair na Gàidhealtachd is nan Eilean

**Plana Gàidhlig
2013-2018**

Chaidh am plana seo a dheasachadh a-rèir earrann 3 de dh' Achd na Gàidhlig (Alba) 2005 agus chaidh a ghabhail ris le Bòrd na Gàidhlig, 18 Dùbhlachd 2013

Ro-ràdh

Tha puirt-adhair HIAL aig cridhe sòisealta is eaconamach Alba sgèireil, a' ceangal Gàidhealtachd is Eileanan iomallach agus mòr-bhailtean Inbhir Nis is Dùn Dè ris a' chòrr dhen t-Saoghail.

Tha Gàidhlig is a cultar na pàirt chudthromach de dhualchas is dearbh-aithne na h-Alba. Le puirt-adhair air feadh na h-Alba agus mu 1.3 millean luchd-siubhail bhon Rìoghachd Aonaichte is bho dhùthchanan thall thairis, tha HIAL airson ar taic a chur ri adhartachadh na Gàidhlig agus a h-ìomhaigh a thaisbeanadh air feadh na h-Alba.

Tha am plana Gàidhlig seo a' mìneachadh mar a tha sinn an dùil na h-amasan seo a choilionadh, a' leantainn na dùilean is na rùintean a th' ann am *Plana Nàiseanta na Gàidhlig* agus Achd na Gàidhlig (Alba) 2005.



A handwritten signature in black ink, appearing to read 'Inglis Lyon'.

Inglis Lyon
Àrd Stiùridhe, HIAL

Structar a' Phlana

Geàrr-chunntas

Caibideil 1

Ro-ràdh

- Tuairsegeul dhen ùghdarras phoblach
- Gàidhlig ann an sgìre oibreach an ùghdarras
- a' Cur am Plana Gàidhlig an gnìomh

Caibideil 2

Dleastanasan Bunaiteach

- Aithne
- Conaltraidhean
- Foillseachaidhean
- a' Cur luchd-obrach an dreuchd

Caibideil 3

Builean na poliseasaidh airson na Gàidhlig:

a' cuideachadh le bhith a' cur Plana Nàiseanta na Gàidhlig an gnìomh

- Ionnsachadh
- Cleachdadh
- Inbhe
- Corpas

Caibideil 4

Buileachadh is Sgrùdadh

Geàrr-chunntas

Tha Puirt-adhair na Gàidhealtachd is nan Eilean ag aithneachadh gu bheil Gàidhlig na pàirt riatanach dhe dhualchas, dearbh-aithne Nàiseanta is beatha chultarach na h-Alba. Tha HIAL a' cur an taic ris na h-amasan mar a th' air am mìneachadh ann am Plana Nàiseanta na Gàidhlig agus tha iad air na structaran is na h-iomairtean a chur an gnìomh a dh' fheumar airson dèanamh cìnnteach gu bheil àite seasmhach aig a' Ghàidhlig ann an Alba.

Tha HIAL ag aithneachadh gu bheil suidheachadh na Gàidhlig brisg agus ma tha i gu bhith air a beòthachadh mar chànan ann an Alba gum feum luchd an riaghaltais, roinnean phoblach is phrìobhaideach, buidhnean choimhearsneachd agus luchd-labhairt fa leth oidhirp dhìcheallach a dhèanamh gus;

- 1. inbhe na Gàidhlig a thogail*
- 2. daoine a mhisneachadh gus a' Ghàidhlig a thogail is ionnsachadh*
- 3. an ìre de chleachdadh na Gàidhlig a bhrosnachadh*

Chaidh Plana Gàidhlig HIAL a dheasachadh am broinn freama Achd na Gàidhlig (Alba) 2005 agus air na duilleagan a leanas thathar a' taisbeanadh amasan HIAL ann a bhith a' cleachdadh na Gàidhlig anns na seirbhisean a tha sinn a' toirt seachad, ann a bhith a' cleachdadh na Gàidhlig nuair a tha sinn ann an co-luadar leis a' phoball agus prìomh chom-pàirtichean, agus ann a bhith a' cur air adhart is a' leasachadh na Gàidhlig.

Chaidh Plana Gàidhlig HIAL a dheasachadh ann an co-rèir ris na slatan-tomhais a chaidh am mìneachadh ann an Achd 2005, agus le tuisge air *Plana Nàiseanta na Gàidhlig* agus *Stiùireadh airson a bhith a' Leasachadh Planaichean Gàidhlig*.

Structar a' Phlana Gàidhlig

Tha na prìomh earrannan den Phlana Gàidhlig againn mar a leanas:

Caibideil 1 - Ro-ràdh

Bheir a' chaibideil seo seachd fiosrachadh agus co-theacs mu bhith a' deasachadh Planaichean Gàidhlig fo Achd 2005 agus mu phrìomh dhleasdanasan oibreach HIAL. Tarraingidh e cuideachd geàrr-chunntas air eòlas-sluaigh na Gàidhlig.

Caibideil 2 - Dleastanasan Bunaiteach

Cuiridh a' chaibideil seo an cèill mar a chleachdas HIAL a' Ghàidhlig, agus mar a leasaichear an comas Gàidhlig a chleachdadh ann am prìomh roinnean oibreach a' ghnìomhachais againn. Bheir sin a-steach aithne chorparr, soidhnichean, conaltradh ris a' phoball agus am feum a nìthear de Ghàidhlig air ar làraichean-lìn. Soilleireachaidh a' chaibideil seo *an ìos-mheud as lugha* de Ghàidhlig ris am bheil sinn a' cur romhainn anns an ùine ris am buin a' Phlana seo.

Caibideil 3 - Builean na poliseasaidh airson na Gàidhlig: a' cuideachadh ri bhith a' cur Plana Nàiseanta na Gàidhlig an gnìomh

Soilleireachaidh a' chaibideil seo mar a chuideachas HIAL a bhith a' cur *Plana Nàiseanta an Gàidhlig* an gnìomh. Seallaidh e cuideachd mar a thathar an dùil cleachdadh na Gàidhlig a bhrosnachadh ann a bhith a' dealbhachadh sheirbhisean agus gan toirt gu buil, gu h-àraid le sùil air tèarainteachd agus seirbhisean luchd-ceannaich. Bheir a' chaibideil seo beachd air an dòigh san toir sinn feart do Ghàidhlig agus am Plana Gàidhlig againn is sinn a' cur dreach air poileasaidhean ùra agus ann a bhith a' beachdachadh air roi-innleachdan ùra.

Caibideil 4 - Buileachadh is Sgrùdadh

Seallaidh a' chaibideil seo air mar a tha Plana Gàidhlig HIAL ga chur an gnìomh agus mar a thèid a mheas sna bliadhnaichean air thoiseach.

Caibideil 1 - Ro-ràdh

a' Dealbh Co-theacs airson a bhith a' Leasachadh Phlanaichean Gàidhlig

Ann an 2005, fhuair an reachd, Achd na Gàidhlig, aonta ann am Pàrlamaid na h-Alba leis an amas a bhith a' dìon inbhe na Gàidhlig mar chànan oifigeil na h-Alba agus cànan anns a bheil an aon suim ga chur ris a' Bheurla. Fon Achd seo, chaidh Bòrd na Gàidhlig a chur air stèidh laghail agus mar phàirt den dleastanas sin, thugar cothrom dhan Bhòrd iarraidh air buidhnean phoblach planaichean Gàidhlig a sgrìobhadh dhaibh fhèin. Chaidh an comas seo a thoirt dhaibh gus dèanamh cinnteach gun cuidich roinnean poblach na h-Alba ann an bhith a' cruthachadh chothroman seasmhach airson Gàidhlig a' chleachdadh san àm ri teachd, a bhith ag àrdachadh a h-inbhe agus a faicsinneachd agus a bhith a' cruthachadh chothroman pragtaigeach airson a' chànan a chleachdadh.

Co-chomhairleachadh air dreach Phlana Gàidhlig:

Tha Achd 2005 ag iarraidh air buidhnean poblach a bhith a' toirt an deasachadh air Plana Gàidhlig gu aire buidhnean sam bheil ùidh air fad. Chaidh dreach plana Gàidhlig fhoillseachadh air a' chiad latha den Ghiblean 2013 airson co-chomhairleachadh agus an uairsin chuirear air adhart do Bhòrd na Gàidhlig airson beachdachaidh air an 6mh den t-Og-mhios 2013, còmhla ri aithisg air a' cho-chomhairleachaidh. Cha robh mòran freagairtean ann mu chùrsa a' cho-chomhairleachaidh, ach chaidh beachdachadh orra a dh'aindeoin sin.

Aontachadh Plana Gàidhlig HIAL

Chaidh Plana Gàidhlig HIAL aontachadh le Comataidh Cleachdadh Gàidhlig air an 18mh den Dùbhlachd 2013.

An obair aig HIAL agus cleachdadh na Gàidhlig anns an roinn oibreach againn

Bun-fiosrachaidh

Chaidh Puirt-adhair na Gàidhealtachd is nan Eilean a stèidheachadh an toiseach ann an 1986. Tha sealbh aig Ministeraran na h-Alba air a' chompanaidh agus 's iad na h-urrasairean a th' oirre Transport Scotland.

Tha HIAL a' ruith 11 puirt-adhair sgìreil air feadh na h-Alba ann am Barraigh, Beinn na Fadhlà, Ceann Loch Chille Chiarain, Dùn Dè, Inbhir Nis, Ìle, Baile na h-Eaglais, Steòrnabhagh, Sumburgh, Tioradh, Inbhir Ùige agus Taigh Iain Ghròt.

Tha lìon-radh HIAL a' sìneadh air feadh cuibhreann mhòr de dh' Alba agus 's ann aige a tha am measgachadh as farsainghe de dh' àitean dhan tèid a sheirbhisean eadar eileanan iomallach, sgìrean ri oir na mara agus puirt-adhair ann am bailtean mòra.

Tha HIAL a' cur romhpa taic a chumail ris an obair shòisealta is eaconomach riatanach a tha adhair-sheòladh a' toirt a dh' Alba le bhith a' glèidheil agus a' leasachadh na puirt-adhair againn ann an co-bhuinn ris na com-pàirtichean againn.

Na prìomh amasan againn:

- A bhith a' tabhann puirt-adhair a choinneachas ri ìrean coitcheann an riaghladair agus cuir ri ceanglaichean còmhhdail deatamach.
- A' cur ri is a' leasachadh structaran is seirbhisean nam port-adhair.
- Ag obair le companaidhean adhair agus com-pàirtichean airson leasachadh a toirt air seirbhisean adhair cùmhnanaichte agus bathair.

Ar rùn:

A bhith a' tabhann agus ag obrachadh puirt-adhair sàbhailte, tèarainte agus èifeachdach a cumas taic ris na coimhearsneachdan sam bheil sinn ag obair.

Na cinn-uidhe againn:

- A' tabhann còmhail adhair bho na puirt-adhair againn a leasaicheas sgìrean air leth na h-Alba.
- Ag obair le ar com-pàirtichean gus ceanglaichean adhar a chur air adhart gus leasachadh a toirt air suidheachadh sòisealta is eaconomach na h-Alba.
- A' toirt comhairle do Mhinistirean mu leasachaidhean ri teachd agus mar a thèid goirsean an sònrachadh le bhith a' dealbhachadh gu comasach na ro-innleachdan againn agus le bhith a' co-obrachadh le luchd cleachdaidh nam port-adhar is le ar com-pàirtichean.

a' Ceangal Alba

Tha buidheann HIAL a' ceangal Alba sgìreil ri lìonradh de bharrachd na 30 ceann-uidhe san Rìoghachd Aonaichte is gu h-eadarnàiseanta, nam measg tha Obar-Dheathain, Dùn Eideann, Manchester, Birmingham, Beul Fairte, Lunainn, Southampton, Jersey, Amsterdam, Bergen agus Zurich. Tha seirbhisean a' ruith à Inbhir Nis, am port-adhair as trainge ann an lìon-radh HIAL, gu cinn-uidhe ann am Portugal, An Fhraing agus An Eadailt a th' air an sònrachadh airson saor-làthaichean.

Ann an 2013 shiubhal 1.35 millean neach-shiubhail tro phuirt-adhair HIAL.

a' Cuir Taic ris an eaconamaidh sgìreil

Tha puirt-adhair HIAL a' cuir taic ri ùidhean eaconamach agus malairteach Alba sgìreil, le bhith a' toirt taic do dh' iomairtean heileacoptair ann an roinn an ola 's a' ghas, riuthasan a tha a' glèidheil taighean sholais agus agus seirbhisean a' Phost Rìoghail. Le bhith a' glèidheil lìonradh làidir de chinn-ùidhe san Rìoghachd Aonaichte is san Roinn Eòrpa, tha HIAL a' tabhann ceanglaichean deatamach airson gnìomhachas agus turasachd san dùthaich seo.

Tha a' chompanaidh a' cumail obrach ri còrr is 500 neach feadh na 11 puirt-adhair agus aig a' phrìomh oifis ann an Inbhir Nis.

Tha HIAL a' faighinn taic bhon Riaghaltas Albannach a-rèirs earrann 34 de dh' Achd Chatharra an Adhair 1982.

Gàidhlig am broinn sgìre oibreach HIAL

Tha puirt-adhair HIAL air an suidheachadh ann an cuibhreann farsaing de dh' Alba, a' gabhail a-steach còrr is sia ùghdarras ionadail; Eileanan Shealtainn is Arcaibh, a' Ghàidhealtachd, na h-Eileanan Siar, Earra Ghaidheal is Bhòid agus Baile Dhun Dhè.

A-rèir cunntas-sluaigh 2011, tha mu 87,000 neach ann an Alba thar trì bhliadhna a dh' aois le comas air choireigin sa Ghàidhlig (1.7% dhen t-sluaigh). Tha seo a' dèanamh coimeas air 92,400 (1.9% dhen t-sluaigh) anns a' Chunntas-sluaigh 2001. Bha an àireamh dhaoine le comas Gàidhlig a bhruidhinn, a leughadh agus a sgrìobhadh ann an 2011 aig 32,000 (0.6% den t-sluaigh), neo-iompaichte o chionn 2001. Tha cuideam air a' phàirt as àirde den eòlas-sluaigh a thaobh daoine a bhios a' bruidhinn Gàidhlig. Ach ge-tà, tha an àireamh de dhaoine òga a bhios a' bruidhinn Gàidhlig air èiridh gu h-àraid a measg na h-aoisean 3 gu 4 agus 5 gu 14.

Tha an daigheachd as motha de dhaoine le comas air choireigin 'sa Ghàidhlig anns a' Ghàidhleatachd is na h-Eileanan, gu h-àraid na h-Eileanan Siar, a' gabhail a-steach na puirt-adhair ann am Barraigh, Beinn na Fadhla agus Steòrnabhagh. An seo, tha mu 16,500 neach (62% dhen t-sluaigh) is comas air choireigin aca 'sa chànan, an àireamh as motha ann an sgìre sam bith de dh' Alba.

Air a' Ghàidhealtachd tha 16,600 neach le comas 'sa Ghàidhlig, roinn nas lugha, le 7.3% dhen t-sluaigh gu lèir is comas aca 'sa chànan. Tha a' chuid as motha de luchd-labhairt na Gàidhealtachd ann an Inbhir Nis, prìomh bhaile clèireil na Gàidhealtachd agus àireamh chudthromach - ach àireamh nas lugha - ann an coimhearsnachdan Ghàidhlig ann am bailtean faisg, nam measg, Inbhir Pheotharan, Inbhir Nàrann, Deimhidh is Dubhras.

Tha tomhas luchd-labhairt gu math àrd ann an Iar Thuath na Gàidhealtachd, gu h-àraid ann an sgìrean leithd a' Chomraich, Geàrrloch, Loch Carrann agus sgìrean de Loch Abar nam measg Arasaig agus Àrd nam Murachan. Tha sgìrean de Chataibh, a' gabhail a-steach Tunga cuideachd le tomhas 'sa cheud gu math àrd de luchd-labhairt na Ghàidhlig.

Tha 5,000 neach is comas air choiregin aca 'sa chànan air an clàradh ann an Earra Ghàidheal is Bhòid, 6% dhen t-sluagh.

Taobh a-muigh na Gàidhealtachd, na h-Eileanan Siar agus Earra Ghàidheal is Bhòid 'se tomhas às a' cheud gu math beag de mhuintir an t-sluaigh a th' ann aig a' bheil comas air choiregin 'sa chànan, a' dèanamh suas mu 1% dhen t-sluagh an Arcaibh, agus an ìre mhath 0.8% ann an Sealtainn agus Dùn Dè fa leth.

Foghlam tro mheadhan na Gàidhlig

Tha a' Ghàidhealtachd agus na h-Eileanan a' toirt tòrr chothroman do chlann agus dhaoine òga le uidh ann a bhith a' leasachadh nan sgilean Gàidhlig aca agus an tuigse a th' aca air cultar is eachdraidh a' chànan.

Dh' fhosgail sgoil a bhios a' teagaisg tro mheadhan na Gàidhlig, Bun-soil Ghàidhlig Inbhir Nis, a' chiad goireas ùr dhen leithid ann an Alba, ann an 2007 le barrachd air 160 sgoilear agus faisg air 100 sgoilear sa sgoil-àraich. Chaidh a' ghoireas air leudachadh ann an 2010. Dh'fhosgail Bun-sgoil Mount Pleasant a' chiad sgoil le foghlam tro mheadhan na Gàidhlig ann an Gallaibh anns an Lùnasdal 2013.

An dràsta fhèin ann an Alba, tha an àireamh as àirde de chròileagan, sgoiltean-àraich, bun-sgoiltean, foghlam àrd-sgoil, agus luchd-ionnsachaidh na Gàidhlig ri fhaotainn anns a' Ghàidhealtachd, le barrachd air 2,900 chloinne a' gabhail pàirt air feadh na roinn. Tha mapa co-obrachaidh le Comhairle na Gàidhealtachd a' toirt mion-chunntas air na bun-sgoiltean agus na h-àrd-sgoiltean air feadh na roinn.

Tha iad a' tairgse 2000 agus 800 àitean fa leth san Eilean Siar agus Earra Ghàidheal is Bhòid. Chan eil Arcaibh, Sealtainn no Dùn Dè a' solarachadh foghlam tro mheadhan na Gàidhlig.

Foghlam Ard-ìre

Tha traidiseanta làidir sa Ghàidhealtachd agus na h-Eileanan ann a bhith a' toirt taic do dh'fhoghlam Gàidhlig aig àrd-ìre. Tha Sabhal Mòr Ostaig a bha air a stèidheachadh ann an 1973 air a bhith cudthromach ann an leasachadh foghlam Gàidhlig aig àrd-ìre. On a thoisich a' cholasaidhe a' toirt seachad foghlam aig àrd-ìre ann an 1983, tha barrachd air 800 oileanach air ceumnachadh. An diugh tha 228 oileanach air an clàrachadh aig a' cholasaidhe air cùrsa foghlam àrd-ìre agus tha 900 air clàradh airson cùrsa goirid anns an ath bhliadhna acadaimigeach.

Tha Sabhal Mòr Ostaig mar phàirt de 13 colaisdean aig Oilthigh na Gàidhealtachd 's na h-Eileanan (UHI) a bhios cuideachd a' solarachadh grunn chùrsaichean fo-cheumnaiche sa Ghàidhlig, a' gabhail a-steach BA (le urram) Gàidhlig agus na Meadhanan, MA (le urram) Gàidhlig le Foghlam agus BA (le urram) Cànan is Cultar na Gàidhlig. Tha cùrsaichean rim faighinn aig Sabhal Mòr Ostaig agus aig Colaisde a' Chaisteil ann an Steòrnabhagh. Tha roghainn eile ionnsachadh aig astar ann ri fhaotainn co-cheangailte ri Oilthigh Obar Dheathain.

Buidhnean coimhearsnachd Gàidhlig

Ann an roinn far am bi HIAL ag obair, tha tòrr bhuidhnean coimhearsnachd agus cultarach air an ruith airson taic a thoirt do leasachadh na Gàidhlig. Tha iad seo a' toirt a-steach, mar eisimpleir An Comunn Gàidhealach, le prìomh-oifis ann an Inbhir Nis. Seo a' bhuidheann as aosda a tha an sàs anns a' chànan le dleasdanas a' Mhòd Nàiseanta Rìoghail a chur air dòigh agus a' riuth. 'S e iomairt sòisealta a th' ann le oifisean ann an Inbhir Nis agus Steòrnabhaigh agus bidhear a' toirt seachad seirbheisean Ghàidhlig air feadh Alba, a' toirt a-steach foghlam, maoineachadh agus taic do dhaoine òga. Tha buidhnean cudthromach eile ann mar Clì Gàidhlig a bhios a' toirt taic do dh' inbhich a chànan ionnsachadh, foillsichear leabhraichean, Acair, agus buidheann cultarach Ceòlas. Aig ìre ionadail, tha buidhnean eile a' cluich pàirt cudthromach ann a bhith ag àrdachadh na Gàidhlig anns na coimhearsnachdan aca fhèin, mar Còisir Ghàidhlig Dùn Dè agus Ionad Chaluim Chille Ìle. Gheibhear liosta nas farsaing bho Bòrd na Gàidhlig.

Buidhnean poblach na Gàidhlig

Tha grunn de bhuidhnean air feadh na roinn far a bheil HIAL ag obair a bhios an sàs ann an leasachadh na Gàidhlig. Thathar seo a' toirt a' steach, mar eisimpleir Comhairle na Gàidhealtachd, Comhairle nan Eilean Siar, Comhairle Earra Ghàidheal is Bhoid agus Bòrd na Gàidhlig. Tha pàirt cudthromach aig Iomairt na Gàidhealtachd 's nan Eilean (HIE) a thaobh a bhith a' cumail taic mhòr ris a' Ghàidhlig, agus a' toirt taic do bhuidhnean coimhearsnachd a tha a' toirt cothrom dhan Ghàidhlig a fàs. Tha oifisean aig HIE air feadh na Gàidhealtachd ach tha a' phrìomh-oifis ann an Inbhir Nis. Tha craoladaireachd an co-bhoinn ri BBC Alba, BBC Radio nan Gàidheal agus MG Alba a bhios a' toirt grunn phrògraman do rèidio, telebhisean agus air-loidhne air a' BhBC. Gheibhear liosta nas fharsaing mu bhuidhnean poblach bho Bòrd na Gàidhlig.

Ullachadh airson na Gàidhlig aig Puirt-adhair HIAL an dràsta



Tha Gàidhlig air a cleachdadh a h-uile latha mar chànan sa choimhearsnachd aig na puirt-adhair 's na h-Eileanan Siar, gu h-àraid Barraigh, Beinn na Fadhlà agus Tioradh far am bheil àireamh de luchd oibreach a' cleachdadh Gàidhlig airson bruidhinn gu neo-fhoireimeil ri luchd-siubhail.

Tha sanasan fàilteachaidh ann am puirt-adhair ann an Tioradh, Steòrnabhagh, Inbhir Nis agus tha Gàidhlig air a gabhail a-steach 'sna sanasan ann an Inbhir Ùige agus Taigh Iain Ghròt.

Tha ainm Phort-adhair Thioraidh air na carbadan smàlaidh an sin.

Tha Gàidhlig ri fhaicinn air làrach-lìn phort-adhair Steòrnabhagh far am bheil fiosrachadh beò mu tighinn is falbh na h-itealain ga thoirt seachad.

Tha sinn a' cleachdadh dreach Ghàidhlig dhen iomairt mhargaidheachd againn Connected (Ceangailte) ann an sanasachd phort-adhair agus ann an stuthan a tha a' cur air adhart agus a' sanasachd HIAL.

A thuilleadh air na tha seo, tha puirt-adhair Inbhir Nis si Steòrnabhagh air fèisean is tachartasan le ceangal ris a Ghàidhlig a chumail nam measg am Mòd Nàiseanta Rìoghail agus Blas agus tha iad a' taisbeanadh tachartasan dhen leithid air na làraich lìon aca fa leth.

Gàidhlig taobh a-staigh na buidhne

Chan eil gin a dhreuchd ann an HIAL far a bheil neach sònraichte le dleasdanas airson Gàidhlig.

Airson tuigse nas fheàrr fhaighinn air ìre cleachdaidh na cànan a-measg ar luchd-obrach, a bharrachd air beachdan ar luchd obrach air a' Ghàidhlig agus a cultar chur HIAL air dòigh rannsachadh taobh a-staigh na buidhne eadar an Dùbhlachd 2012 agus am Faoilteach 2013.

'Se amas an rannsachaidh seo tuisge fhaighinn air:

- ìre cleachdaidh na cànan / iarratais airson co-luadar 'sa Ghàidhlig taobh a-staigh HIAL
- comasan co-luadar 'sa Ghàidhlig an dràsta taobh a-staigh HIAL
- iarrtasan trèanaidh aig luchd obrach HIAL
- mar a chuirear ri leasachadh Plana Gàidhlig HIAL.

Chaidh iarraidh air an luchd obrach uile 'sna h-àitean a leanas fios a thilleadh:

- | | |
|------------------------------|-------------------------------------|
| - Barraigh | - Inbhir Nis |
| - Beinn na Fadhla | - Ìle |
| - Ceann Loch Chille Chiarain | - Steòrnabhagh |
| - Prìomh Oifis HIAL | - Tioradh |
| - Dùn Dè | - Inbhir Ùige agus Taigh Iain Ghrot |

Cha deach iarraidh air luchd obrach ann an Baile na h-Eaglais no Sumburgh fios a thilleadh.

Fhuair sinn freagairtean bho 127 neach. 'Se seo fios freagairt bho 22% den luchd obrach gu lèir aig HIAL agus 28.5% dhiubhsan a fhuair cuireadh fios a thilleadh.

Fhuair an rannsachadh gun robh a' mhòr chuid (66%) gun eòlas sam bith air a' chànan. Thuir 9% gun robh iad filteanta sa Ghàidhlig agus 3% gun robh iad filteanta ga sgrìobhadh is ga leughadh.

Mar as trice tha Gàidhlig ga cleachdadh ann an còmhradh agus gu h-aithneamh ann am co-luadar sgrìobhte. Thuir 6% gun cleachd iad Gàidhlig ann an còmhradh le luchd ceannaich agus 4% le luchd obrach agus mar as trice chan ann nas trice na uair 'sa mhìos. Thuir 73% nach cleachd iad Gàidhlig idir ann an còmhradh. Thuir 1% gun cleachd iad Gàidhlig deannan thursan 'sa mhìos airson co-luadair le luchd ceannaich.

Thuir 13% de luchd obrach le ìre air choiregin de Ghàidhlig gum biodh ùidh làidir aca piseach a thoirt air am misneachd 'sa chànan tro chlasaichean litearra no clasaichean còmhradh. Cha do nochd a' mhòr chuid ùidh sam bith ann an taic airson ìre an cuid misneachd a thoirt air adhart.

Dh' innis a' mhòr chuid nach robh iad a' creidsinn gum b' urrainn barrachd Gàidhlig a chleachdadh san àit' obrach.

Bha 11% de luchd obrach a nochd ùidh ann a bhith ag ionnsachadh Gàidhlig aig

astar no aig clasaichean oidhch' airson taic a chur ri trèanadh a gheibheadh iad 'sa Ghàidhlig.

A-rithist ged-ta cha do nochd a' mhòr chuid ùidh ann a bhith a' gabhail os làimh trèanadh 'sa Ghàidhlig.

Ged a tha an àireamh a nochd ùidh ann a bhith a' leasachadh an cuid sgilean bho thùs an ìre mhath beag, oibrichidh sinne gu dlùth leis ar luchd obrach airson trèanadh a thoirt seachad air mothachadh cànanais is cultar na Gàidhlig, gu h-àraid leothasan a tha a' dèiligeadh leis a' phobal agus airson taic a chumail riuthasan a tha airson an sgilean 'sa chànan a leasachadh. Tha HIAL air toireadh an rannsachaidh a chleachdadh ann a bhith a' dealbh a' Phlana Gàidhlig aca. Tomhaisidh sinn buaidh na h-oidhirpean againn le bhith a' gabhail os làimh tuilleadh rannsachaidhean, rè ùine.

Mar chiad cheum, chuir Port-adhair Inbhir Nis air dòigh trèanadh tùrsail neo-fhoirmeil ann am mothachadh cànanais airson luchd obrach a' phuirt-adhair agus luchd obrach 'sa phrìomh oifis bhon Ghiblean 2013. Bheir an cùrsa seo a mhaireas sia seachdainean sùil air còmhradh, fuaimneachadh agus abairtean a bhios feumail 'sa phort-adhair.

a' Cur am Plana Gàidhlig an gnìomh

Thèid Plana Gàidhlig HIAL a chur an tabhachd anns na puirt-adhair 'sna sgìrean sin leis an àireamh as àirde de luchd labhairt na Gàidhlig (Na h-Eileanan Siar, a' Ghàidhealtachd agus Earra Ghàidheal is Bhòid).

Ann am Port-adhair Dùn Dè, far nach eil neach le Gàidhlig sa bhuidheann, bidh nas lugha cuideam a chur air cleachdadh na Gàidhlig mar dhòigh labhairt. Ach gheibh daoine a tha ag iarraidh Gàidhlig ionnsachadh, barrachd cuideachaidh. Bidh Gàidhlig air a cleachdadh ann am foillseachaidhean àrdachaidh agus tha seo a' toirt a-steach soidhnichean agus air carbaidean.

A bharrachd air an gealladh logo agus làrach-lìn dà-chànanach a dhealbh, thèid puirt-adhair Bhaile na h-Eaglais agus Sumburgh an saoradh bhon phlana le mothachadh air cultar agus na feartan cànanais fa leth a th'aig na sgìrean sin.

Tha am plana ag aithneachadh ged a tha obair chudthromach aig HAL ann a bhith a' toirt inbhe dhan Gàidhlig aig na puirt-adhair aige, tha cuideachd gnothaichean pragtaigeach air am feumar beachdachadh.

'S e gnìomhachas ioma-thaobhach a th' ann an HIAL agus tha farsaingeachd de bhuidhnean agus de dh' gnìomhachasan a' tighinn fo sgèith. Mar eisimpleir tha HIAL a' coimhead ri sgrùdadh luchd siubhail agus an làrach làimhe, a' toirt seachad fios làithreach mu na seirbhisean adhair againn agus mu seirbhisean ar luchd-ionaid, agus tha smachd cead-siubhail fo ùghdarras Buidhean-ghnìomha Chrìochan an Rìoghachd Aonaichte.

Ged a tha buidhnean adhair agus companaidhean phìobhaideach eile taobh a-muigh rùin a' phlana seo, cuiridh HIAL roimhe a bhith ag obair leis na com-pàirtichean seo agus cleachdadh na Gàidhlig a leasachadh ann an co-luadar a nithear le luchd

siubhail, far a bheil seo iomchaidh. Brosnaichidh HIAL puirt-adhair Albannach eile, nach eil fo ìmpidh Achd na Gàidhlig 2005 a bhith ag obair còmhla ruinn gus a' Ghàidhlig is cultar na Gàidhlig a chur air adhart.

'S e a bhith a' dìon cùraim is tèarainteachd an luchd siubhail am prìomh uallach a th' air HIAL. Tha tèarainteachd aig puirt-adhair air a riaghladh gu teann le Ùghdarras Chatharra an Adhair gus ìre àrd de mhathas a chur ron t-seiribhis air feadh an Rìoghachd Aonaichte. Tha sinn air innse cuid de dhleastanasan bunaideach a tha romhainn 'sa phlana sep a thaobh tèarainteachd, nam measg a bhith a' toirt trèanadh dhaibhsan a tha ag obair air beulaibh an t-sluaigh ann an tèarainteachd a bhith mothachail air a' Ghàidhlig. Tha sinn cuideachd a' cur romhainn sanasan tèarainteachd dà-chànanach a chur suas. Feumar aonta bhon bhuidhean riaghlaidh iomchaidh airson dèanamh cinnteach gum faodar na geallaidhean seo a thaobh tèarainteachd, agus a bhith a' lorg slighe ann am puirt-adhair, a chur an gnìomh.

A bharrachd air a seo, feumar tuigse gur e a' Bheurla cànan an t-saoghail ann an gnìomhachais an adhair, fiùs 'sna dùthchannan far nach eil Beurla na ciad cànan. Agus, tha dreuchdan ann far nach biodh Gàidhlig coiteanta. Chan urrainn, mar eisimpleir, Rianadair Trafaig an Adhair a bhith a' co-luadar ri pìleat ann an Gàidhlig ann an dreuchd phroifeasanta, a dh' aindeoin dhan dithis aca a bhith fileanta sa Ghàidhlig. Gun teagamh, dh'fhaodadh an dàrna chuid a chleachdadh ann an suidheachadh sòisealta.

Caibideil 2 - Dleastanasan Bunaiteach

Ann an a' Chomhairle Reachdail air Leasachadh Phlanaichean Gàidhlig, tha Bòrd na Gàidhlig a' sònrachadh gur e a' bhith a' cruthachadh àrainneachd cheart airson a' Ghàidhlig a chleachdadh gu làitheil aon de na prìomh cho-phàirtean ann an ath-bheòthachadh cànan. Tha HIAL dealasach gum faigh Gàidhlig agus Beurla spèis cho-ionannachd ann a bhith a' toirt seachad seirbheisean agus goireasan Beurla agus Gàidhlig agus gum bithear comasach ann an bhith a' tairgse na seirbheisean seo ann an comas dà-chànanach.

Molaidh am Bòrd ceithir prìomh roinnean de lìbhrigeadh seiribeis ris am bu chòir buidhnean phoblach a bhith a' coimhead is iad a' deasachadh Plana Gàidhlig:

Aithne:	aithne chorparra soidhnichean
Conaltradh:	fàilteachas dàimh ri luchd siubhail conaltradh le luchd siubhail fòn colantradh sgrìobhte foirmichean modhan gearain
Foilseachaidhean:	dàimh phoblach agus na meadhanan stuth clò-bhuailte làrach-lìn taisbeanaidhean
Luchd-obrach:	trèanadh ionnsachadh cànan fastadh sanasachd

Chuir Bòrd na Gàidhlig ceithir dleasdanasan sònraichte airson Plana Gàidhlig HIAL:

- An logo corparra a dhèanamh dà-chànanach, a' taisbeanadh co-ionannas airson na cànan, airson cleachdadh 'san fharsaingeachd agus nuair a tha ùrachadh a dhìth
- An dà-chànan a nochdadh air soidhnichean phort-adhair agus air sgrìobhadh charabandan, a' taisbeanadh co-ionannas airson na cànan, taobh a-muigh sgìre na h-Eileanan a Tuath agus nuair a tha ùrachadh a dhìth.
- Poileasaidh a dhealbh a choimheadas ri barrachd 'fios air ainmeachadh' a thoirt seachad 'san dà chànan aig puirt-adhair ann an Inbhir Nis agus na h-Eileanan Siar.
- Gus leasachadh a thoirt air a bhith a' toirt gu buil Ginealach Ùr na Gàidhlig

a' Toirt gu buil na h-Amasan Ro-innleachdail aig Riaghaltas na h-Alba

'S iad na h-amasan ro-innleachdail:

1. Nas saidhbhire is nas cothromaiche - tha na puirt-adhair againn a' toirt cothrom do cheanglaichean còmhdaile a bheir taic do fàs seasmhach 'san eaconamaidh is com-pàirteachadh shòisealta.

2. Nas glìce - tha ceanglaichean adhair a' toirt cothrom dha daoine air foghlam, obair agus sgilean is goireasan a tha a' cur ri ion-obrachadh coimhearsnachdan iomallach.

3. Nas falainne - tha na puirt-adhair againn a' toirt cothrom dha seirbhisean slàinte a bhith ag obair ann an coimhearsnachdan iomallach, a' gabhail a-steach Seiribhis-eiridinn Adhair na h-Alba agus na seirbhisean teasargain.

4. Nas sàbhailte is nas làidire - tha ceanglaichean adhair a' cur ri tarraing na coimhearsnachdan seo mar àitean far am faodar fuireach, obair agus a bhith a' cur an seilbh.

5. Nas uaine - thathar a' lùghdachadh buaidh air an àrainneachd le bhith a' cleachdadh stòrais gu h-èifeachdach agus mar sin a' cur ri Alba nas uaine.

Ann a bhith a' deasachadh a' Phlana Gàidhlig seo tha sinn ag aithneachadh na h-amasan ro-innleachdail ris an toir am plana seo taic. Tha sinn air iad seo a mhìneachadh fo cheann na dleastanasan bunaiteach, le àireamh a-rèir gach amas.

Earrann 1 - Aithne

Reusanachadh:

Tha Gàidhlig ann an ìomhaigh chorparra agus soidhnichean ùghdarras phoblach a' cur gu mòr ri faicsinneach a' chànan, a' toirt inbhe dhi agus a' taisbeanadh meas is aithne dhan chànan. Bheir a bhith a' cleachdadh Gàidhlig air soidhnichean air adhart briathrachais luchd cleachdaidh na Gàidhlig, a' togail aire an t-sluaigh air a' chànan agus a' cur ri a leasachadh.

Tha HIAL ag aithneachadh gu bheil a bhith a' cur ri faicsinneach is inbhe na Gàidhlig cudthromach.

Feum leasachaidh: Aithne Chorparra			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha Gàidhlig air a cleachdadh ann an cuid de cho-luadair chorparra mar an Aithisg Bhliadhnail. Tha HIAL mat tha air an abairt 'Connected' eadar-theangachadh is thathar ga chleachdadh ann am margaideachd.</i>	Cruthachaidh HIAL logo corparra dà-chànanach - leis an abairt 'local access, global outlook' a thèid a chleachdadh ann an clò agus co-luadair dideatach, a' taisbeanadh co-ionannas dhan chànan.	Lynda Johnston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2			

Feum leasachaidh: Soidhnichean (a-staigh is a-muigh)			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha Gàidhlig air a cleachdadh ann an cuid de phuirt-adhair, mar as trice ann an sanasan fàiltichidh.</i>	Rè ùine, thèid aithne dà-chànanach a chur air carbdan na companaidh, sanasan fàiltichidh agus èideadh an luchd obrach, nuair a tha ùrachadh a dhìth, a-rithist a' taisbeanadh co-ionnas dhan chànan.	Mark Stuart	Tòiseachar deireadh 2013 le carbdan ùra seirbhèan an teine
a' Cur ri Amasan Ro-innleachdail 1, 2			

Earrann 2 – Conaltradh

Reusanachadh:

Ma thèid Gàidhlig a cleachdadh ann an soidhnichean fàiltichidh is fios chluinntinneach, cuiridh sin gu inbhe na cànan agus ris a' bheachd gu bheil cleachdadh na Gàidhlig comasach is gu bheil fàilte roimhe. A bharrachd air a bhith a' togail faicsinneachd a' chànain, tha e a' cruthachadh chothroman airson a cleachdadh gu pragtaigeach agus a' misneachadh a' phobail Gàidhlig a chur gu feum a-rithist is iad a' dèiligeadh ri ùghdarras phoblach.

Ma thèid Gàidhlig a cleachdadh leis an ùghdarras ann an conaltradh sgrìobhte no air am fòn, cuiridh seo ann an seahh cudthromadh dhan bheachd gu bheil feum a' chànain comasach is gu bheil fàilte roimhe.

Cuiridh farsaingeachd de chruthan dà-chànanaich agus 'sa Gàidhlig a-mhàin ri faicsinneachd is inbhe a' chànain. Ma chruthaichear dreachan Gàidhlig de foirmean, foirmean-iarrtais agus sgrìobhainnean de leithid, cuiridh seo ri briathrachas agus bheir a leithid air adhart a' chànain fhèin.

Tha HIAL ag aithneachadh gu bheil e cudthromach a bhith a' cruthachadh chothroman airson na Gàidhlig a chleachdadh ann am farsaingeachd de shuidheachaidhean làitheil agus tha e a' cur roimhe a bhith ag àrdachadh an ìre de dh' ullachadh 'sa roinn seo.

Feum leasachaidh: Fàilteachas			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Chan eil ach beagan eòlas aig luchd obrach a chuireas fàilte air a' phobal aig a' Phrìomh Oifis air a' Ghàidhlig ma tha sgath idir.</i>	Gabhaidh HIAL os làimh sgrùdadh air feumalachdan trèanaidh gus tuigse nas fheàrr fhaighinn air mar a leasachas sinn ar luchd obrach 'sa roinn seo.	Gillian Haston	Tòisichear 'sa gheanhradh 2013
	Nì HIAL leasachadh air prògram trèanaidh sgilean Gàidhlig airson luchd-obrach fàiltichidh anns a' phrìomh-oifis agus airson luchd-obrach eòlas na puirt-adhair. a dhèiligeas ri fiosrachadh 'sna puirt-adhair .	Gillian Haston	Tòisichear as t-Earrach 2014
a' Cur ri Amasan Ro-innleachdail 1, 2, 4			

Feum leasachaidh: Dàimh ri luchd siubhail (am broinn nam port-adhair)

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha àireamh bheag de luchd obrach HIAL a' cleachdadh na Gàidhlig ann an còmhradh.</i>	Far as urrainnear seo a dhèanamh, lorgar tosgairean na Gàidhlig anns na puirt-adhair a leanas (Inbhir Nis, Barraigh, Beinn na Fadhla, Ìle, Steòrnabhagh is Tioradh) a nì còmhradh ri luchd siubhail mas e sin a roghnaicheas iad.	Manaidsearan nam port-adhair	Leantainneach
	Cuiridh HIAL air dòigh prògram de thrèanadh air mothachadh cànanain agus sgilean Ghàidhlig airson luchd obrach fàiltichidh agus tèarainteachd.	Mark Stuart/Kaye Pudwell	Tòisichear as t-earrach 2014
	Thèid taic a thoirt dha luchd obrach fàiltichidh ann an Inbhir Nis, Na h-Eileanan Siar, Ìle, Tioradh agus Ceann Loch gus Gàidhlig a chleachdadh is iad a' cur fàilte.	Mark Stuart	Toisichear as t-earrach 2014
	Innsidh soidhnichean fàiltichidh gum bheil luchd obrach ann a bhruidhneas 'sa chànan.	Mark Stuart/Airport managers	Tòisichear sa gheamhradh 2013
a' Cur ri Amasan Ro-innleachdail 1, 2, 4			

Feum leasachaidh: Conaltradh le luchd siubhail (am broinn nam port-adhair)

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha glè bheag de Ghàidhlig air a cleachdadh am broinn nam port-adhair gu h-àraid ann am puirt-adhar Inbhir Nis agus na h-Eileanan Siar.</i>	Thèid soidhnichean dà-chànanach a chur suas anns na h-Eileanan Siar agus Tioradh 'sa chiad dol a-mach, a-rèirs aonta bhon riaghladair. Bheir na soidhnichean ùra an aon mheas dhan dà chànan.	Mark Stuart	Tòisichear sa gheamhradh 2013
	Ann am puirt-adhair Ìle, Ceann Loch, Dùn-Dè, Inbhir Uige agus Taigh Iain Ghròt thèid soidhnichean dà-chànanach a chur suas mar a thèid ùrachadh air aghaidh.	Mark Stuart	Mar a thèid ùrachadh air aghaidh
	Thèid ro-chlàradh dhen fhiosrachadh tèarainteachd a dhèanamh 'sa Ghàidhlig, a'	Kaye Pudwell	Tòisichear 'sa Gheamhradh 2013

	taisbeanadh co-ionannas an dà chànan.		
	Ann an Inbhir Nis, Na h-Eileanan Siar, Tìoradh, Ìle, Ceann Loch, Inbhir Uige agus Dùn-Dè thèid soidhnichean, tèaraineteachd dà-chànanach an àite na seann soidhnichean mar a bhios feum orra agus a-rèir aonta bhon riaghladair.	Mark Stuart/Kaye Pudwell	Tòisichear 'sa gheamhradh 2013 agus a' sgaoileadh às dèidh sin
	Bidh fiosrachadh air clàr-amhairc mu sgèith na h-itealain dà-chànanach far an urrainnear sin a dhèanamh gun bhacadh teignigeach.	Mark Stuart / Manaidsearan nam port-adhair	Tòisichear ann an 2014 nuair a gheibhear maoineachadh ùr FID
	Bheir HIAL taic dha treas com-pàirtichean gus Gàidhlig is cultar na Gàidhlig a bhrosnachadh am measg an luchd siubhail is nan conaltraidhean fhèin.	Mark Stuart/ Manaidsearan nam port-adhair	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 4			

Feum leasachaidh: Fòn			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Chan eil poileasaidh ann a tha a' dèiligeadh ri conalradh Gàidhlig air am fòn.</i>	Bheir sinn trèanadh air mothachadh cànan dha luchd obrach a dhèiligeas ris a' phobal.	Gillian Haston	Tòisichear as t-earrach 2014
	Far am bheil e nar comas feuchaidh sinn luchd obrach le Gàidhlig a lorg airson neach a dh' iarradh sin agus bheirear sinn an seirbheis seo seachad do luchd-siubhail.	Mark Stuart / Manaidsearan nam port-adhair	A' sònrachadh luchd obrach freagarrach; Tòisichear as t-earrach 2014
	Bidh Gàidhlig ri chluinntinn air inneal am fòn ann an ionadan-fàilte HIAL. Thèid Gàidhlig air a ghabhail a-steach do fiosrachadh aig deascan fiosrachaidh anns na h-Eileanan Siar, Tìoradh, Ìle, na h-Eileanan Siar, Ceann Loch, Inbhir Uige agus Dùn-Dè.	Kirsteen Adams/ Manaidsearan nam port-adhair	Tòisichear sa gheamhradh 2013
a' Cur ri Amasan Ro-innleachdail 1, 2, 4			

Feum leasachaidh: Conaltradh sgrìobhte

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Timescale
<i>Chan eil poileasaidh ann a tha a' dèiligeadh ri conaltradh sgrìobhte 'sa Gàidhlig.</i>	Tillidh HIAL freagairt gu conaltradh sgrìobhte taobh a-staigh 5 làithchean obrach agus thèid fios mun ghealladh seo air ar làrach-lìn far am bidh am fiosrachadh follaiseach.	Mark Stuart	Leantainneach
	Thèid Gàidhlig a gabhail a-steach do dh' ainm sgrìobhte HIAL aig bonn puist-dealain airson luchd obrach aig Prìomh Oifis HIAL agus ann am puirt-adhair 'sa Ghàidhealtachd, na h-Eileanan Siar agus Earra Ghàidheal is Bhòid, agus Dùn-Dè.	Mark Stuart	Tòisichear as t-earrach 2014
	Leaschaidh HIAL an stuth-sgrìobhaidh gus an logo dà-chànanach a ghabhail a-steach agus thèid ùrachadh mar a bhios feum air.	Lynda Johnston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Foirmean

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Chan eil ullachadh aig HIAL airson a bhith a' cleachdadh na Gàidhlig air foirmean.</i>	Sgrùdaidh HIAL na foirmean a th' ann agus sònraichidh sinn iadsan a bu chòir a bhith dà-chànanach.	Sgioba Taic Gnìomhachais	Leantainneach
	Cuiridh HIAL fàilte air foirmean a th' air an lìonadh 'sa Ghàidhlig agus thèid luchd-siubhail am brosnachadh a bhith a' conaltradh sa Ghàidhlig.	Sgioba Taic Gnìomhachais	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Coinneamhan Phoblach

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Timescale
<i>Chan eil neach le Gàidhlig air àrd-sgioba stiùiridh HIAL.</i>	Cuiridh HIAL air dòigh gum biodh sgilean eadar-theangachaidh aig luchd-obrach airson a' bhuidheann riochdachadh aig coinneamhan poblach, agus cuiridh HIAL air adhart tairgse comasach.	Lynda Johnston	Toisichear as t-Earrach 2014
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Gearain

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Chan eil ullachadh air a dhèanamh mu choinneimh na Gàidhlig ann am modhan gearain a th' ann mar tha.</i>	Cuiridh HIAL air dòigh gum biodh luchd obrach iomchaidh le trèanadh ann airson a bhith a' dèiligeadh ri gearain 'sa Ghàidhlig.	Mark Stuart/ Manaidsèaran nam port-adhair	Tòisichear as t-earrach 2014
	Cuiridh HIAL freagairt sgrìobhte 'sa Gàidhlig mu gearain taobh a-staigh 5 latha.	Mark Stuart/ Manaidsèaran nam port-adhair	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Earrann 3 – Foillseachaidhean

Reusanachadh:

Bheir cleachdadh na Gàidhlig ann an roinn farsaing de stuthan foillsichte air adhart leasachadh na Gàidhlig ann an caochladh dhòighean. Tha e a' cur ri faicsinneachd a' chànain, a' cur ri inbhe na Gàidhlig is i air a cleachdadh ann an irisean le ìomhaigh àrd, agus 's urrainn dha cuir ri briathrachas a th' ann mar tha agus briathrachas ùr a leasachadh. Ann a bhith a' cleachdadh Gàidhlig anns na meadhanan nì ùghdarras poblach soilleir gu bheil iad air am misneachadh gus fiosrachadh chudthromach a thoirt seachad tro mheadhan na Gàidhlig, a bharrachd air a bhith a' cuir ri faicsinneachd is inbhe na Gàidhlig. Tha barrachd dhaoine a-nis a' sireadh fiosrachaidh mu ùghdarrasan poblach tro an làraich-lìn agus ma thèid Gàidhlig a cleachdadh cuiridh e gu mòr ri inbhe is faicsinneachd a' chànain.

Tha HIAL a' cur roimhe barrachd Gàidhlig a chleachdadh ann an foillseachaidhean cunntas àrd no ma bhùineas e ri cùisean Gàidhlig.

Feum leasachaidh: Dàimh phoblach agus na meadhanan			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha HIAL a' cleachdadh Gàidhlig ann am brathan naidheachd a' buntainn ri cunntas àrd mar an Aithisg Bhliadhnail no far am bi cùisean buntainneach ri Gàidhlig.</i>	Sònraichidh HIAL luchd labhairt na Gàidhlig a tha deònach trèanadh ann am mothachadh cànanain a ghabhail os làimh.	Lynda Johnston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Stuth clò-bhuailte			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Bha Aithisg Bhliadhnail 2012-13 ri fhaotainn san dà chànain. Tha beagan Ghàidhlig ann</i>	Cuiridh HIAL gu feum an logo corparra agus abairt sanasachd dà-chànanach no an abairt sanasachd a bhùineas ri port-adhair fa leth gu feum ann an stuth clò-bhuailte bho seo a-mach.	Lynda Johnston	Ath-dhealbhadh Leantainneach
	Tha HIAL a' leantainn a' foillseachadh	Lynda	Leantainneach

<i>an irisleabhar luchd-siubhail HIAL.</i>	grunn bhileagan chorporra mar an Aithisg Bhliadhnail agus am Plana Gàidhlig, san dà chànan, a' nochdach co-ionannas dhan dà chànan.	Johnston	
	Thèid pìosan mu chultar na Gàidhlig is a' chànan fhoillseachadh ann an Aurora, iris luchd siubhail HIAL.	Lynda Johnston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Làraichean-lìn			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha beagan Gàidhlig ga cleachdadh air làrach-lìn HIAL. Tha cuid de làraichean-lìn nam port-adhair a' cur air adhart tachartasan a bhuineas ri cultar na Gàidhlig.</i>	Thèid earrann ùr àrd chunntas Gàidhlig a chur ri làrach-lìn choparra HIAL gu sònraichte airson fios a thoirt seachad mun chompanaidh is le ceanglaichean ris na brathan naidheachd buntainneach agus dhan Phlana Gàidhlig.	Lynda Johnston	Tòisichear as t-earrach 2014
	Air duilleag dachaigh puirt-adhair Inbhir Nis, Steòrnabhagh, Barraigh, Beinn na Fadhlà, Inbhir Uige, Taigh Iain Ghròt, Ìle, Ceann Loch agus Dùn-Dè cuirear teachdaireachd fàiltichidh 'sa Ghàidhlig agus bheirear seachad fios mu sgèith na h-itealain 'san dà chànan.	Lynda Johnston	Tòisichear 2014
	Leanaidh HIAL air a' cur air adhart tachartasan a bhuineas ri cultar na Gàidhlig air na làraichean-lìn aige.	Kirsteen Adams	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Taisbeanaidhean			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha beagan Gàidhlig ga cleachdadh ann an stuthan margaidheachd.</i>	Cuiridh HIAL gu feum an logo corparra agus abairt sanasachd dà-chànanach no an abairt sanasachd a bhuineas ri port-adhair fa leth gu feum ann an stuth clò-bhuailte bho seo a-mach.	Lynda Johnston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Taisbeanaidhean chultarail				
An suidheachadh an-dràsta	Puingean pragtaigeach	gnìomha	Neach an urra	Ceann latha
<i>Chaidh toglaichean cuid de phuirt-adhair an cuir gu feum airson taisbeanaidhean chultarach m.e. Am Mòd Nàiseanta Rìoghail agus Blas.</i>	Leanaidh HIAL orra a' taisbeanadh tachartasan chultaral, ag obair ann an co-bhonn ri gnìomhachas na turasachd agus buidhnean chultarach.		Manaisdearan nam port-adhair	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5				

Earrann 4 - Luchd-obrach

Reusanachadh:

Airson seirbhisean a libhrigeadh tro mheadhan na Gàidhlig, feumar piseach a thoirt air sgilean obrach buntainneach agus sgilean cànanan an luchd obrach. Ann a bhith a' toirt cothrom do luchd obrach Gàidhlig ionnsachadh cuiridh seo ri seasamh na Gàidhlig mar sgil a tha feumail anns an àit' obrach. Ann a bhith a' sònrachadh obraichean sam bheil Gàidhlig na sgil ainmichte, neartaichear seasamh a' chànain mar sgil a bu mhath ionnsachadh.

Tha cleachdadh na Gàidhlig ann an sanasachd a' toirt aithne gum bu chòir Gàidhlig a bhith air a cleachdadh ann am beatha phoblach agus gum bheil obair chudthromach aig luchd cleachdaidh a' chànain ann an ùghdarrasan poblach. Bu chòir dha ùghdarrasan amasan a chur romhpa airson dèanamh cinnteach gun tèid fastaidhean an dèanamh gu cothromach agus gu co-chòrdail agus a chomharraicheas na sgilean a dh' fheumar airson na h-obrach.

Tha HIAL ag aithneachadh gu bheil e cudthromach a bhith a' faicinn Gàidhlig mar sgil obrach agus a bhith a' sònrachadh suidheachaidhean sam bidh e gu feum a cleachdadh. Tha HIAL tuigseach air gum bu chòir cothrom a thoirt do luchd obrach an sgilean a leasachadh ma 'se 's gum bu mhath leotha seo a dhèanamh.

Feum leasachaidh: Trèanadh			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Chan eil poileasaidh stèidhichte ann airson trèanadh ann am mothachadh cànan a thoirt seachad.</i>	Cuiridh HIAL romhpa rannsachadh a dhèanamh gus tuisge nas fheàrr fhaighinn air ìre sgilean 'sa Gàidhlig a-measg ar luchd obrach agus nithear ùrachadh air an rannsachadh seo, rè ùine.	Lynda Johnston	Coileanta
	A' cleachdadh toradh an rannsachaidh seo cuiridh HIAL air bhonn prògram trèanaidh airson mothachadh air a' chànain agus sgilean 'sa chànain a thoirt air adhart, anns a' chiad dol a-mach airson luchd obrach a chuireas fàilte air a' phobal.	Gillian Haston	Tòisichear as t-earrach 2014
	Rè ùine, bheir sinn cothrom do luchd obrach air fad a dhèiligeas ris a' phobal an trèanadh seo fhaighinn, a' gabhail a-steach luchd tèarainteachd.	Gillian Haston	2014
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Ionnsachadh cànan

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Chan eil HIAL a' tabhann trèanadh 'sa Ghàidhlig dha luchd obrach.</i>	Bheir sinn cothrom dhaibhsan a bu mhath an sgilean cànan adhartachadh goireasan air-loidhne a chleachdadh.	Gillian Haston	Tòisichear nuair a thèid an <i>trèanadh</i> a thabhann
	Sònrachaidh HIAL tosgairean na Gàidhlig - luchd obrach a tha fileanta 'sa chànan - airson an co-obraichean a mhisneachadh gus Gàidhlig a chleachdadh.	Mark Stuart / Manaidsearan nam port-adhair	Leantainneach
	Bheir sinn cothroman ionnsachaidh dha luchd obrach a bu mhath an sgilean 'sa Ghàidhlig a leasachadh.	Mark Stuart / Manaidsearan nam port-adhair	Tòisichear nuair a thèid an <i>trèanadh</i> a thabhann
	Obraichidh sinn le ar com-pàirtichean annan Comhairle na Gàidhealtachd, HIE, UHI agus ann am buidhnean eile airson ionnsachadh agus an cleachdadh as fhèarr a sgaoileadh.	Gillian Haston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Fastadh			
An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Tha fastadh air a dhèanamh a-rèir riaghailtean an t-Seirbheis Chatharra mu farpais chothromach agus fosgailte.</i>	Nì HIAL soilleir gum cuireamaid fàilte air luchd labhairt na Gàidhlig ann an sanasachd obrach.	Gillian Haston/ Mark Stuart	Leantainneach
	Nì sinn soiller far a bheil ìre de Ghàidhlig a dhìth, gum bidh fios aig tagraiche air a seo aig toiseach gnothaich. Nì sinn soilleir gu bheil Gàidhlig air a rùnachadh ann an obraichean far an dèiligear ris a' phobal.	Gillian Haston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Feum leasachaidh: Sanasachd

An suidheachadh an-dràsta	Puingean gnìomha pragtaigeach	Neach an urra	Ceann latha
<i>Chan eil HIAL air ullachadh sam bith a dhèanamh airson Gàidhlig a chleachdadh ann an sanasachd obraichean.</i>	Thèid an logo agus an abairt sanasachd dà-chànanach a chleachdadh ann an sanasan sam bith.	Gillian Haston	Leantainneach
	Cuiridh HIAL fàilte air fastadh luchd labhairt na Gàidhlig agus bidh teachdaireachd a nì seo soilleir air na sanasan gu lèir, ann an Gàidhlig.	Gillian Haston	Leantainneach
	Far am bheil Gàidhlig riatanach airson obair sònraichte, thèid an obair sin a shanasachd gu dà-chànanach, a' nochdadh co-ionannas.	Gillian Haston	Leantainneach
a' Cur ri Amasan Ro-innleachdail 1, 2, 5			

Caibideil 3 - Builean na poliseasaidh airson na Gàidhlig: a' cuideachadh ri bhith a' cur Plana Nàiseanta na Gàidhlig an gnìomh

Builean na poliseasaidh airson na Gàidhlig

Tha HIAL ag aithneachadh gun tèid na h-amasan a chaidh a chur an òrdugh tabhachd ann am Plana Nàiseanta na Gàidhlig a chur an gnìomh tron Phlana Gàidhlig ach gun nochd cothroman airson a' chànan a leasachadh is adhartachadh tro na poileasaidhean a th' againn mar tha. Coimheadaidh HIAL ri na dleastanasan poileasaidh a th' againn mar tha gus roinnean a shònrachadh far am faod a' Ghàidhlig a bhith air a gabhail a-steach agus far an urrainnear dleastanasan Plana Nàiseanta na Gàidhlig a chur an gnìomh ann an dòighean eile. Chì sinn seo mar leasachadh a cho-fhreagras air am prionnsabal a dh' amaiseas air Gàidhlig àbhaisteachadh ann am beatha làitheil ann an Alba.

Ann a bhith a' dealbh, ag ùrachadh agus a' sgrùdadh nam poileasaidhean, tha HIAL a' dèanamh cinnteach gum bidh builean na poliseasaidhean air a' Ghàidhlig a' tighinn a-rèir Plana Nàiseanta na Gàidhlig.

Geàrr Chunntas air Plana Nàiseanta na Gàidhlig

Tha am Plana Nàiseanta Gàidhlig ag aithneachadh ceithir raointean ceangailte ann an leasachadh na Gàidhlig, agus a' cur mu ar coinneamh grunn mholaidhean airson na leasachaidhean adhartachadh.

1. Togail cànan

Ag àrdachadh àireamh luchd labhairt na Gàidhlig le bhith a' dèanamh cinnteach gun tèid a' chànan a thoirt seachad ann an teaghlaichean agus le bhith a' cruthachadh chothroman airson a' chànan ionnsachadh le bhith:

- a' cur ri cleachdadh na Gàidhlig ann an dachaighean
- a' cur ri àireamh chloinne a tha a' togail na Gàidhlig 'san sgoil
- a' cur ri àireamh dhaoine a ghabhas cothrom air faoghlam tro mheadhan na Gàidhlig agus cothroman am faoghlam sin fhaighinn
- a' cur ri àireamh inbhich a dh' ionnsaichean a' chànan gu fileantachd.

2. Cleachdadh cànan

A' brosnachadh barrachd Gàidhlig a chleachdadh, a' toirt chothroman an cànan a chleachdadh agus a' leasachadh chothroman a bhith a' mìneachadh tro mheadhan na Gàidhlig tro bhith:

- a' cur ri cleachdadh na Gàidhlig ann an coimhearsnachdan
- a' cur ri cleachdadh na Gàidhlig ann an foghlam aig ìre colaiste agus oilthigh

agus àitichean obrach

- a' cur ri làthaireachd na Gàidhlig anns na meadhanan
- a' cur ri oidhirpean inbhe na Gàidhlig a thogail 'sna h-ealain
- a' cur ri faicsinneachd na Gàidhlig ann an turasachd agus roinnean dhualchais agus saor-ùine

3. Inbhe cànan

A' cur ri faicsinneachd na Gàidhlig, a' cur ri a h-aithne agus a' cruthachadh ìomhaigh chinnteach air a son ann am beatha phoblach na h-Alba le bhith:

- a' cur ri àireamh bhuidhnean a tha a' deasachadh Planaichean Gàidhlig
- a' cur ri ìomhaigh is inbhe na Gàidhlig
- a' cur ri faicsinneachd is aithne na Gàidhlig

4. Corpas

A' neartachadh buntainneas agus co-sheasmhachd na Gàidhlig ann a bhith a' cur air adhart rannsachadh mun chànan le bhith:

- a' cur ri buntainneas agus co-sheasmhachd na Gàidhlig
- a' cur ri mathas agus ruigsinneachd eadar-theangachaidhean 'sa Ghàidhlig
- a' leasachadh chothroman toraidhean rannsachaidh mionaideach a sgrùdadh

a' Cur romhainn amasan Plana Nàiseanta na Gàidhlig a chur an gnìomh

Tha HIAL a' cur romhpa Plana Nàiseanta na Gàidhlig a chur an gnìomh, agus anns an earrann seo nì sinn soilleir mar a choileanas sinn an amas sin.

1. togail cànan

Reusanachadh:

Tha HIAL ag aithneachadh ann a bhith a' dealbh lathaichean seasmhachd ron Ghàidhlig gum feum barrachd dhaoine Gàidhlig ionnsachadh agus gum feum oidhirpean a dhèanamh anns an dachaigh, san àit obrach, ann am foghlam agus foghlam inbhich mar phrìomh mheadhanan an amas seo a choileanadh. A' leantainn na dleastanasan bunaiteach a chaidh am mìneachadh 'sa phlana seo, tha sinn a' gabhail na ceumanan a leanas airson àrainneachd thaiceil a chruthachadh airson fàs a thoirt air luchd labhairt na Gàidhlig ann an Alba:

- trèanadh ann am mothachadh cànan a thoirt dha luchd obrach a tha a' dèiligeadh ris a' phobal.
- a' cur taic ri luchd obrach a tha airson an sgilean cànan a leasachadh

- a' sònrachadh tosgairean na Gàidhlig a-measg ar luchd obrach a mhisnicheas Gàidhlig 'san àit obrach

2. Cleachdadh cànan

Reusanachadh:

Tha HIAL ag aithneachadh ann a bhith a' dealbh lathaichean seasmhachd ron Ghàidhlig gum feumar chan e a-mhàin àireamh luchd labhairt a' chànain àrdachadh ach cuideachd cothroman ùr a chruthachadh airson a cleachdadh. Tha sinn ag aithneachadh gu bheil e cudthromach a bhith a' toirt cothrom do dhaoine Gàidhlig a chleachdadh mar a' chànain a b' fheàrr leotha agus mar mhodh àbhaisteach conaltraidh ann an raon farsaing de chur seachadan làitheil agus mar sin tha sinn a' cur romhainn na leanas:

- Ni sinn cinnteach gum bi an dà chànain air soidhnichean aig na puirt-adhair againn gus am bi luchd-siubhail air am brosnachadh conaltradh ri luchd-obrach na puirt-adhair anns a' Ghàidhlig
- Sònraichidh sinn cothroman do luchd-obrach a tha ag iarraidh ionnsachadh mu dheidhinn cultar a' chànain
- Cuiridh sinn an tairgse freagairt ri conaltradh sa Ghàidhlig *anns a' Ghàidhlig*
- Sònraichidh sinn tosgairean na Gàidhlig airson conaltradh a dhèanamh le luchd siubhail le Gàidhlig
- Brosnachaidh sinn cleachdadh na Gàidhlig anns na coimhearsnachdan tro ar taic airson tachartasan chultarach Ghàidhlig
- Sòlaraichidh sinn trèanadh ann an sgilean 'sna meadhanan a chuidicheas luchd obrach le Gàidhlig bruidhinn ris na meadhanan sa Ghàidhlig
- Obrichidh sinn le na seirbhisean adhair againn agus com-pàirtichean eile airson inbhe Gàidhlig na h-Alba a thogail ann an conaltraidhean le luchd siubhail

3. Inbhe cànan

Reusanachadh:

Tha HIAL ag aithneachadh gu bheil an dòigh 's a nochdas a' chànain 'san àrainneachd làitheil a' toirt buaidh air a h-inbhe agus an ìre a thèid a cleachdadh, a meas agus mar a thuigear am meas le ùghdarrasan mar phàirt chudthromach dhar beatha làitheil. Tha sinn a' dèanamh soilleir ar gealladh inbhe na Gàidhlig a thogail ann a bhith:

- a' cur an gnìomh Plana Gàidhlig HIAL a tha a' soilleireachadh am pàirt a th' againn ann a bhith a' toirt taic do leasachadh na Gàidhlig ann an Alba
- a' cur Gàidhlig air adhart mar chànain beòthail, beò agus na shamhla de dhearbh-aithne chultar na h-Alba

- a' toirt gealladh logo dà-chànanach a dhealbh agus a' Ghàidhlig a chleachdadh ann an ìomhaigh chorporra, foillseachadh chorparra, soidhnichean 'sna puirt-adhair agus conaltraidhean le luchd siubhail

4. Corpas

Reusanachadh:

Tha HIAL ag aithneachadh am feum a th' ann buntainneas agus co-sheasmhachd na Gàidhlig a neartachadh, a bhith a' cuideachadh seirbisean eadar theangachaidh agus a bhith a' leasachadh rannsachadh 'sa chànan. Cuiridh sinne taic ris na h-amasan seo le bhith:

- ag obair còmhla ri Ainmean-àite na h-Alba is sinn ag iarraidh co-chòrdalachd anns na soidhnichean Gàidhlig anns na puirt adhair againn
- Foillisichear cuid de na sgrìobhainnean chorporra againn 'sa Ghàidhlig agus am Plana Gàidhlig agus An Aithisg Bhliadhnail anns an dà chànan
- a' dèanaamh cinnteach gun cuirear gu feum ìre àrd de dh' obair eadar-theangachaidh
- thig stuthan sgrìobhte a-rèirs a' chomhairle a th' air a thoirt seachad anns na Gaelic Orthographic Conventions

Caibideil 4 - Buileachadh is sgrùdadh

Clàr-ama

Thèid am Plana Gàidhlig seo a chumail an gnìomh airson 5 bliadhna bhon ceannlatha a thèid a gabhail ris le Bòrd na Gàidhlig no gus an tèid plana ùr a chur an àite. Ann an caibideil 2 - Dleastanasan Bunaideach agus Caibideal 3 - Builean na poliseasaidh airson an Gàidhlig tha sinn air cinn latha a chur ro na h-amasan fa leth.

a' Foillseachadh a' Phlana

Thèid plana Gàidhlig HIAL fhoillseachadh 'san dà chànan air làrach-lìn HIAL. A thuilleadh air a seo, tha sinn a' cur romhainn:

1. brath naidheachd dà-chànanach a sgaoileadh ag innse mu chur air bhog a' Phlana;
2. innse mun chur air bhog air Facebook, Twitter agus ann an iris luchd siubhail a' chompanaidh, Aurora;
3. cuiridh sinn lethbhreacan dhen phlana anns na h-oifisean phoblach againn agus aig ionadan fàilte
4. innse dha luchd obrach mun phlana air intranet HIAL
5. bheir sinn seachad lethbhreacan dhen phlana do Bhuidhnean Phoblach Neo-roinneil, buidhnean-gnìomha, buidhnean le ceangal ris a' chompanaidh, com-pàirtichean gnìomhachais agus cunnradairean
6. bheir sinn seachad lethbhreacan dhen phlana do bhuidhnean Ghàidhlig
7. bheir sinn seachad lethbhreacan do bhuidhnean eile sam biodh ùidh
8. bheir sinn seachad lethbhreacan ma thèid an iarraidh

Bidh sinn a' taisbeanadh co-ionannas airson Gàidhlig agus Beurla nar conaltraidhean gu lèir.

Fiosrachadh rianachdail airson a bhith a' cur am Plana Gàidhlig an gnìomh

'S e am plana seo poileasaidh HIAL agus chaidh gabhail ris leis a' chomataidh stiùridh agus buill a' Bhùird.

Uallach iomlan

'S ann air an Àrd Stiùiriche bhios uallach airson a bhith a' dèanamh cinnteach gun coilean HIAL na dleastanasan bunaiteach mar tha iad air an sgrìobhadh 'sa phlana seo.

Luchd obrach fa leth:

Thèid trèanadh ann am mothachadh cànanain a thoirt seachad airson nochdadh na dleastanasan bunaiteach aig HIAL agus am pàirt a ghabhas luchd obrach ann a bhith a' cur taic ris a' Ghàidhlig agus a cultar. Thèid tosgairean na Gàidhlig an sònrachadh às an luchd obrach airson taic a chur ris a' phlana agus a bhith a' leasachadh cleachdadh na Gàidhlig 'san àit' obrach.

Seirbhisean air an libhrigeadh le treas pàrtaidhean

Bheirear am plana gu aire treas pàrtaidhean a libhrigeas seirbhisean, nam measg companaidhean adhair, luchd làimhseachaidh agus luchd reic agus brosnachair iad a bhith a' cur taic ris a' phlana.

Ag innse do bhuidhnean eile mun Phlana

Cuiridh HIAL gu feum grunn dhòighean airson fios mun phlanan a sgaoileadh. Cuiridh iad gu feum an làrach-lìn agus a thuilleadh air a sin sgaoilear brath naidheachd dà-chànanach airson na meadhanan ionadail, roinneil is nàiseanta agus thèid lethbhreacan dhen phlana a chur thucasan le earranan 'sa chompanaidh. Cleachdamaid cuideachd na meadhanan sòisealta airson am plan a chur air adhart.

a' Maoineachadh am Plana

Maoineachaidh HIAL na dleastanasan a tha romhpa 'sa phlana seo taobh a-staigh na buidseatan a th' aca mar tha.

Far a bheil seo iomchaidh, lorgar maoineachadh bho thobraichean eile.

Buileachadh agus sgrùdadh

Thèid aithisg mu phiseach a' Phlana a chur gu Bòrd HIAL agus gu Bòrd na Gàidhlig gach bliadhna.

a' Cur fios

'S i an àrd oifigear le dleastanas airson a bhith a' deasachadh, a' cur an gnìomh agus a' sgrùdadh Plana Gàidhlig HIAL:

Lynda Johnston
Business Development
HIAL
Head Office
Inverness Airport
Inverness
IV2 7JB

01667 464277
ljohnston@HIAL.co.uk

Bu chòir ceistean sam bith mun dòigh 'sa thèid am plana chur an gnìomh gu làitheil a chur dhan àrd oifigear a th' air a h-ainmeachadh gu h-àrd.