

Alba Chruthachail Plana Cànanain Gàidhlig 2019-22

Creative Scotland Gaelic Language Plan 2019-22



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The Seer le/by Lauren MacColl. Dealbh/photo: Féis Rois



Alison

1

Facal-tòiseachaidh

A' cur clach air a' chàrn.

Tha am plana seo a' tòiseachadh le gnàthas-cainnt a tha sinn a' meas gu sònraichte iomchaidh a thaobh Gàidhlig aig Alba Chruthachail. Tha na faclan mar mhac-talla air mar a bhiodh daoine tro na linntean a' tighinn còmhla a thogail càrn mar chuimhneachan; gnìomh coimhearsnachd a shònraicheas tachartas no beatha. Tha e a' cur nar cuimhne mar a bhios gnìomhan gach neach fa leth a' cur ris an iomlan. 'S e sin an dòigh-obrach againn aig Alba Chruthachail. Bidh sinn a' toirt cothrom do dhaoine agus buidhnean a bhith ag obair no a' gabhail pàirt anns na h-ealain, sgrìn is gnìomhachasan cruthachail ann an Alba le bhith a' cuideachadh dhaoine eile gus an cuid bheachdan is smuaintean a leasachadh agus a thoirt beò.

Tha dìleab làidir aig cultar na Gàidhlig, agus lùthas mòr cruthachail aice an latha an-diugh. Tha an cànan agus an cultar nan clachan-stèidh aig fèin-aithne Alba, agus nam pàirt mòr de dh'iomadalachd agus suaicheantachd na dùthcha. Aig Alba Chruthachail, tha sinn airson a bhith cinnteach gu bheil sinn a' dèanamh ar dìchill ann an a bhith a' toirt aithne agus brosnachadh don àite aig a' Ghàidhlig ann am beatha chultarach is chruthachail Alba.

'S e seo an dàrna Plana Cànain Gàidhlig againn. Tha e a' ruith bho 2019-2022, is tha e a' togail air an t-soirbheachadh a bh' ann roimhe a thaobh taic do chànan agus cultar na Gàidhlig tro na prìomh roinntean-obrach againn. Bidh am Plana a' taisbeanadh mar a bhios an obair aig Alba Chruthachail agus aig na daoine agus buidhnean ris am bi sinn a' cumail taic tarsainn nan ealan, sgrìon agus gnìomhachasan cruthachail a' cur ri amasan Plana Cànain Nàiseanta na Gàidhlig 2018-2023, gu h-àraidh:

- a' cur deagh ìomhaigh air adhart airson na Gàidhlig
- a' toirt fàs air ionnsachadh na Gàidhlig
- a' toirt fàs air cleachdadh na Gàidhlig.

Tha am Plana a' mìneachadh a' cho-theagsa sa bheil an obair againn a' cumail taic ris a' Ghàidhlig, ar gealltanasan a thaobh gnìomhan sna bliadhnaichean a tha romhainn agus mar a nì sinn sgrùdadh agus measadh air libhrigeadh nan gealltanasan sin.

Tha dealas againn clach a chur air a chàrn.

Iain Rothach

Àrd-oifigear Eadar-amail

1

Foreword

A' cur clach air a' chàrn.

This plan begins with an idiom that seems particularly appropriate to Gaelic at Creative Scotland. The words mean 'placing a stone on the cairn' and they echo the traditional practice of building a cairn of stones as a commemoration, a shared act of making for a community to mark an event or a life. The idiom encapsulates the idea of working together so that many individual actions contribute to a greater whole. This is how we work at Creative Scotland. We enable people and organisations to work in and experience the arts, screen and creative industries in Scotland by helping others to develop great ideas and bring them to life.

Gaelic has a strong heritage of cultural expression and huge creative energy in the modern day. The language and culture form a key part of Scotland's identity, and of our diversity and distinctiveness. At Creative Scotland we want to ensure we are doing all that we can to acknowledge and promote the place of Gaelic within Scotland's cultural and creative landscape.

This is our second Gaelic Language Plan. It covers the period 2019-22 and aims to build on previous successes in supporting Gaelic language and culture through our key areas of work. It sets out how the work of Creative Scotland and the people and organisations we support across the arts, screen and Creative industries can help deliver the aims set out in the National Gaelic Language Plan 2018 – 2023, particularly:

- promoting a positive image of Gaelic
- increasing the learning of Gaelic
- increasing the use of Gaelic.

The plan sets out the context for how our work supports Gaelic, our commitments to action for the coming years, and how we will implement and monitor the delivery of these commitments.

Tha dealas againn clach a chur air a chàrn.

We are determined to place our stone on the cairn.

Iain Munro

Acting Chief Executive





2

Ro-ràdh

Tha Alba Chruthachail ag aithneachadh gu bheil agus gum bi a' Ghàidhlig na pàirt bhunaiteach de dhualchas, fèin-aithne nàiseanta, agus beatha chultarach Alba, an-diugh agus anns an àm ri teachd. Tha sinn ag aontachadh ri amasan Plana Nàiseanta na Gàidhlig agus bheir sinn ar taic, gu sònraichte, a thaobh nan amasan a leanas:

“Nuair a thèid Gàidhlig a chleachdadh sna h-ealain is raointean cruthachail eile, thig grunn bhuannachdan à sin eadar bhuannachdan eaconamach is a’ cur ri tarraing na Gàidhlig agus dìlseachd don chànan am measg dhaoine. Cuideachd, gheibh daoine cothroman eile an lùib nan ealain gus sgilean a leasachadh, na h-ealain fhaicinn, pàirt a ghabhail annta agus an cuid ealantais a thaisbeanadh. Bidh sin a’ tachairt aig ìre na coimhearsnachd, gu nàiseanta agus gu h-eadar-nàiseanta.”

Plana Cànain Nàiseanta Gàidhlig 2018-23, t.d.40

Is e seo an dàrna Plana Gàidhlig aig Alba Chruthachail agus tha e a’ gabhail a-steach nam bliadhnaichean 2019-22. 'S e dleastanas air Alba Chruthachail a tha sa Phlana seo fo Achd na Gàidhlig (Alba) 2005. Tha am Plana a’ cur an cèill mar as urrainn dhan obair aig Alba Chruthachail – agus na daoine agus buidhnean ris a bheil sinn a’ cumail taic anns na h-Ealain, Sgrion agus Gnìomhachasan Cruthachail – cuideachadh gus amasan Plana Cànain Nàiseanta na Gàidhlig a libhrigeadh. 'S iad sin:

- a’ cur deagh ìomhaigh air adhart airson na Gàidhlig
- a’ toirt fàs air ionnsachadh na Gàidhlig
- a’ toirt fàs air cleachdadh na Gàidhlig.

Tha am Plana seo a’ cur an cèill mar a bhios Alba Chruthachail a’ cumail taic ris a’ Ghàidhlig; na gealltanasan a th’ againn airson ghnìomhan thairis air an ath thrì bliadhna; agus mar a bhios sinn a’ cur an gnìomh agus a’ sgrùdadh libhrigeadh nan gealltanasan seo.

2

Introduction

Creative Scotland recognises that Gaelic is, and continues to be, an integral part of Scotland's heritage, national identity and our current and future cultural life. We are committed to the ambitions and aims set out in the National Gaelic Language Plan and will work, particularly, to ensure that:

“Gaelic use in the arts and the other creative spheres ... has a range of positive benefits from economic to raising the appeal of Gaelic and strengthening loyalty to the language. In addition, the arts offer opportunities for skills development, for access to performances and for expression and participation. They do this at community, national and international levels.”

National Gaelic Language Plan 2018-23, p40

This is the second Creative Scotland Gaelic Language Plan and it covers the years 2019-22. This Plan is required of Creative Scotland as set out in the Gaelic Language (Scotland) Act 2005. The Plan sets out how the work of Creative Scotland and the people and organisations we support across the Arts, Screen and Creative Industries, can help deliver the aims set out in the National Gaelic Language Plan, namely:

- Promote a positive image of Gaelic
- Increase the learning of Gaelic
- Increase the use of Gaelic

This Plan sets out how the work of Creative Scotland supports Gaelic; the commitments we are making to action over the coming three years; and how we will implement and monitor the delivery of these commitments.



Shrapnel, Theatre Gu Leòr. Dealbh/photo: Le Mihaela Bodlovic



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Tar-shealladh air Alba Chruthachail – Ar dreuchd agus ar n-obair leis a’ Ghàidhlig agus a cultar

’S e Alba Chruthachail am buidheann poblach a bhios a’ cumail taic ris na h-ealain, sgrìn agus ris na gnìomhachasan cruthachail tro gach pàirt de dh’Alba às leth a h-uile duine a tha a’ fuireach, ag obair no a’ tadhal oirre.

Bheir sinn cothrom do dhaoine agus do bhuidhnean ann an Alba gus obair a dhèanamh agus eòlas fhaighinn ann an roinn nan ealain is san roinn chruthachail. Nì sinn seo tro bhith a’ cuideachadh daoine eile gus cultar a chruthachadh tro bhith a’ cruthachadh deagh bheachdan agus a bhith gan toirt beò.

“Tha sinn ag iarraidh Alba far am bi a h-uile duine a’ cur luach ann agus a’ comharrachadh ealain is cruthachalachd gu gnìomhach mar bhuille cridhe ar beatha agus an t-saoghail anns a bheil sinn beò; a tha daonnan a’ leudachadh a lèirsinn chruthachail agus na dòighean aice airson rudan a dhèanamh; agus far a bheil na h-Ealainean, Sgrìn agus Gnìomhachasan Cruthachail misneachail, ceangailte agus soirbheachail.”

Fuasgladh Comais, Gabhail ri Miann-adhartais, plana co-roinnte airson nan ealainean, sgrìn agus na gnìomhachasan cruthachail, 2014.

Tha sinn an dùil an lèirsinn seo a choileanadh tro cheithir prìomh dhòighean:

- Taic **maoineachaidh** do bhuidhnean agus do dhaoine fa leth a tha ag obair anns na h-ealainean, sgrìn agus sna gnìomhachasan cruthachail.
- **Coiteachadh** às leth nan roinnean seo, an dà chuid aig an ìre nàiseanta is eadar-nàiseanta.
- Taic **leasachaidh** do na roinnean seo gus an urrainn dhaibh fàs is soirbheachadh.
- **A’ toirt buaidh** air daoine eile gus an tuig iad luach nan ealainean, an sgrìn agus nan gnìomhachasan cruthachail.

’S e c.£90m am buidseat iomlan a th’ aig Alba Chruthachail airson 2019/20. Tha seo a’ tighinn bho Riaghaltas na h-Alba (c.69%) agus bhon Chrannchur Nàiseanta (c.21%). Bidh sinn a’ sgaoileadh a’ mhaoineachaidh seo do na roinnean a tha sinn a’ frithealadh tro thri slighean maoinachaidh:

- **Maoineachadh cunbhalach** thairis air trì bliadhna do bhuidhnean;
- **Maoineachadh Pròiseact Fosgailte** airson daoine fa leth agus airson buidhnean airson prògraman a mhaireas suas ri dà bhliadhna;
- **Maoineachadh Targaidte** gus taic a thoirt do roinnean, pròiseactan agus iomairtean sònraichte (a’ gabhail a-steach leasachadh is dèanamh sgrìn agus leasachadh tàlant is sgilean).

Bithear a’ toirt taic do chleachdadh cruthachail is Gàidhlig anns a’ Ghàidhlig no mun Ghàidhlig tro na slighean maoinachaidh seo uile.

Dh’fhoillsich sinn am Plana Ro-innleachdail againn, Fuasgladh Comais, Gabhail ri Miann-adhartais, a tha na lèirsinn cho-roinnte airson nan ealainean, sgrìn agus nan gnìomhachasan cruthachail thairis air an ath 10 bliadhna.

3

Overview of Creative Scotland – Our role and engagement with Gaelic Language and Culture

Creative Scotland is the public body that supports the arts, screen and creative industries across all parts of Scotland on behalf of everyone who lives, works or visits here.

We enable people and organisations in Scotland to work in and experience the arts and creative sectors. We do this by helping others to create culture through developing great ideas and bringing them to life.

“We want a Scotland where everyone actively values and celebrates arts and creativity as the heartbeat for our lives and the world in which we live; which continually extends its creative imagination and ways of doing things; and where the arts, screen and creative industries are confident, connected and thriving.”

Unlocking Potential, Embracing Ambition, a shared plan for the arts, screen and creative industries, 2014

We aim to achieve this vision through four key functions:

- **Funding** support for individuals and organisations working in the arts, screen and creative industries.
- **Advocacy** on behalf of these sectors, both nationally and internationally.
- **Development** support for these sectors so that they can continue to grow and thrive.
- **Influencing** others to understand the value that the arts, screen and creative industries deliver.

Creative Scotland’s overall budget for 2019/20 is c.£90m, which we receive from the Scottish Government (c.69%) and the National Lottery (c.21%). We currently distribute this funding to the sectors we serve through three funding routes:

- **Regular Funding** over three years for organisations;
- **Open Project Funding** for individuals and organisations for programmes of work for up to two years;
- **Targeted Funding** to support specific sectors, projects and initiatives (including screen development and production and talent and skills development).

Gaelic Language and creative practice in, or related to, Gaelic is supported across all of these funding routes.

In April 2014 we published our Strategic Plan, *Unlocking Potential, Embracing Ambition*, which presents a shared vision for the arts, screen and creative industries for the next 10 years.

Aig cridhe a' phlana seo, tha amasan is prìomhachasan a tha nam fòcasan airson na h-obrach againn agus a tha a' sealltainn na tha sinn ag iarraidh coileanadh, ann an co-obrachadh leis na raointean dha bheil sinn a' toirt taic. A' toirt taic dhan phlana 10 bliadhna seo, tha ro-innleachdan a tha air leth ach ceangailte airson ealainean, sgrìn, agus na gnìomhachasan cruthachail san fharsaingeachd. Tha na ro-innleachdan seo, a chaidh a chur ri chèile ann an co-obrachadh leis na roinnean a tha iad a' frithealadh, a' sealltainn nam prìomhachasan airson nan roinnean sin agus a' sealltainn mar a bhios an obair againn a' toirt taic dhaibh.

Tha làn taic Alba Chruthachail fhathast ris a' Ghàidhlig, gu sònraichte ann an co-theacsa nan ealainean, sgrìn, agus nan gnìomhachasan cruthachail agus leanaidh an obair againn gus gealltanasan a' phlana Ghàidhlig againn a chur an gnìomh tron obair, conaltradh agus maoineachadh againn.

Gabhaidh an taic againn dhan Ghàidhlig a mhìneachadh ann an trì dhòighean: taic tron mhaoineachadh againn; taic tron obair chonaltraidh is choiteachaidh againn; agus taic tron obair againn agus tron dòigh anns a bheil sinn ag obair.

Tha a' chiad dhuibh sin air leth cudromach agus tha an taic againn do na h-ealain Ghàidhlig ceangailte gu dlùth ri ar taic do chultar traidiseanta na h-Alba san fharsaingeachd, thairis air na h-ealainean, sgrìn agus sna gnìomhachasan cruthachail.

Gheibhear geàrr-chunntas den taic seo tron alt air-loidhne seo: www.albachruthachail.com/what-we-do/latest-news/archive/2015/09/support-for-traditional-arts

Chithear an taic a bheir Alba Chruthachail dhan Ghàidhlig gu soilleir tro na tabhartasan a bheir sinn seachad tro na trì slighean maoineachaidh do dhaoine fa leth, do phròiseactan agus do bhuidhnean a tha a' dèanamh obair anns na h-ealainean Gàidhlig.

Tha seo a' gabhail a-steach sgrìobhadairean, luchd-ciùil, luchd-teàtair, filmeadairean agus buidhnean cruthachail air feadh na h-Alba, mar eisimpleir tachartasan mòra mar Heb Celt Festival agus Fèis nam Meadhanan Ceilteach, buidhnean ealain mar Theatre Gu Leòr, luchd-ciùil mar Ghillebrìde MacIlleMhaoil agus Breabach agus sgrìobhadairean fa-leth.

Tha iomadh buidheann anns a' lionradh againn de bhuidhnean le Maoineachadh Cunbhalach, a tha faighinn maoineachadh thairis air trì bliadhna, an sàs ann an gnothaichean Gàidhlig, no tha làn fhòcas aca air a' chànan.

Tha seo a' gabhail a-steach TRACS (Ealainean is Cultar Traidiseanta na h-Alba, a' gabhail a-steach Ionad Sgeulachdan na h-Alba), Fèisean nan Gàidheal, An Lanntair, Urras Thaigh Chearsabhaigh, Comhairle nan Leabhraichean, Ionad Nàiseanta na Pìobaireachd, Fèis Rois, Celtic Connections, Hands Up for Trad, Leabharlann Bàrdachd na h-Alba, Playwrights Studio, Urras Leabhraichean na h-Alba agus iomadh buidheann eile a tha a' cumail taic ri Gàidhlig agus ri luchd-ealain Gàidhlig mar phàirt den obair a nì iad.

A bharrachd air an taic mhòr seo, tha sinn cuideachd air maoineachadh de £35,000 a thiomnachadh do dh'Fhèisean nan Gàidheal a h-uile bliadhna gus TASGADH a thoirt seachad – Maoin Tabhartasan Beaga Ealain Dùthchasach – a tha a' tabhann grantaichean de suas ri £1,000 do bhuidhnean agus do dhaoine fa leth a tha an sàs anns na h-Ealainean Traidiseanta Albannach gus taic a thoirt dhaibh le bhith a' cruthachadh, a' toirt seachad is a' taisbeanadh na h-obrach aca agus a bhith a' dol air chuairt.

Bidh sinn cuideachd a' cumail taic ri luchd-ciùil traidiseanta, le Gàidhlig mar phrìomh phàirt de sin, gus an obair aca a thaisbeanadh tron iomairt fìor shoirbheachail Showcase Alba aig Celtic Connection agus aig fèisean nàiseanta mar Lorient anns an Fhraing agus WOMEX, taisbeanadh ceòl an t-saoghail. Thathar a' toirt taic do dh'ealainean traidiseanta agus dhan Ghàidhlig tro iomairt Ceòl na h-Òigridh agus tro Ro-innleachd Nàiseanta Ealain na h-Òigridh, Time to Shine.

At the heart of this plan is a set of ambitions and priorities that provide a focus for our work and reflect what we want to achieve, in collaboration with the sectors we support. Supporting this 10-year plan are distinct but complementary strategies for the arts, screen, and wider creative industries. Developed in consultation and collaboration with the sectors they serve, these strategies set out the priorities for these sectors and how our work supports them.

Creative Scotland continues to be fully committed to Gaelic Language, particularly in the context of the arts, screen and creative industries, and we will continue to work to deliver the commitments set out in our Gaelic Language Plan through our operations, our communications, and our funding.

Our support for Gaelic can be described in three ways: support through our funding; support through our communications and advocacy; and support through our operations and the way that we work.

The first of these is particularly extensive with our support for Gaelic strongly reflected in our support for Scotland's traditional culture across the arts, screen and creative industries.

A useful summary of this support can be found in this web-feature: www.creativescotland.com/what-we-do/latest-news/archive/2015/09/support-for-traditional-arts

Creative Scotland's support for Gaelic Language is clearly evidenced in the awards we make through our three routes to funding to individuals, projects and organisations whose work falls within the Gaelic arts.

This includes writers, musicians, theatre makers, dancers, festivals, filmmakers, and creative organisations across Scotland, such as major events like Heb Celt Festival and the Celtic Media Festival, arts organisations such as Theatre Gu Leòr, through to musicians such as Gillebride Macmillan and Breabach and individual writers.

Our network of Regularly Funded Organisations, who receive funding over a period of three years, consists of many organisations who are active in Gaelic, or wholly focussed on the language.

This includes TRACS (Traditional Arts and Culture Scotland, including the Scottish Storytelling Centre), Fèisean nan Gàidheal, An Lanntair, Taigh Chearsabhagh Trust, The Gaelic Books Council, The National Piping Centre, Fèis Rois, Celtic Connections, Hands up for Trad, the Scottish Poetry Library, Playwrights Studio, the Scottish Book Trust and a host of other organisations whose work supports Gaelic language, and Gaelic artists, as part of what they do.

In addition to this extensive support, we have also devolved £35k funding annually to Fèisean nan Gàidheal to deliver TASGADH, the Traditional Arts Small Grants Fund which offers grants of up to £1,000 to organisations and individuals involved in Scottish Traditional Arts to support them to create, perform, tour and showcase work.

We also support traditional musicians, with Gaelic as a key part of that, to showcase their work internationally through our highly successful Showcase Scotland initiative at Celtic Connections and at international festivals such as Lorient in France and WOMEX, the world music showcase. Traditional arts and Gaelic language are also supported through the Youth Music Initiative and through the National Youth Arts strategy, Time to Shine.

Bidh sinn a' toirt taic dhan Ghàidhlig cuideachd tron taic againn airson Sgrìn, a' gabhail TBh Gàidhlig agus iomairtean mar FilmG. Tha dàimh dheimhinneach thorrach aig Alba Chruthachail ri MG Alba, a' gabhail a-steach a bhith a' co-mhaoineachadh an dràma leantainnaich *Bannan* agus prògraman aithriseach mar *Hamish* agus *An Drochaid - the Bridge Rising* agus bidh sinn ag obair còmhla ri MG Alba air tachartasan mòra mar eisimpleir duais bhliadhnail nan Trads agus Celtic Connections. Tha barrachd fiosrachaidh ri fhaotainn air làraich Sgrìn Alba.

A thaobh conaltraidh, mar a chaidh a chur an cèill anns a' chiad Phlana Ghàidhlig againn, tha rùn againn a bhith a' dèanamh conaltradh gu dà-chànanach agus a bhith a' toirt co-ionannachd spèis dhan Ghàidhlig agus dhan Bheurla dhan ìre as motha a ghabhas dèanamh. Tha am branndadh, soidhnichean agus stuthan sanasachd uile againn dà-chànanach cho math ri prìomh fhoillseachaidhean corporra agus aig an àm seo tha sinn ag ùrachadh an stiùireadh branndaidh againn gus dèanamh cinnteach gum bi co-ionannachd ann anns gach suidheachadh. Dh'obraich sinn leis a' Chrannchur Nàiseanta gus tionndaidhean dà-chànanach a dhèanamh den t-suaicheantas aca (a bha ri fhaighinn sa Bheurla a-mhàin roimhe). Tha sinn cuideachd air stuthan sònraichte a dhèanamh gus Gàidhlig a bhrosnachadh, mar eisimpleir, an sgrìobhainn againn *Cur an Aithne Cànana na h-Alba* – foillseachadh tòiseachaidh mun dà chuid Gàidhlig is Scots, a tha ag amas air daoine aig nach eil na cànanan sin agus a' toirt seachad fiosrachadh mu prìomh bhuidhnean agus chom-pàirtichean a tha a' cleachdadh agus a' toirt taic do na buidhnean.

Tha fòcas air luchd-obrach, trèanadh is leasachadh anns a' Ghàidhlig air barrachd mothachaidh is ùidh a thogail am measg an luchd-obrach cho math ri bhith a' cur ri àireamh luchd-labhairt is luchd-ionnsachaidh na Gàidhlig. Tha sinn air toolkit Gàidhlig a chruthachadh airson luchd-obrach le faclan is abairtean feumail as urrainn dhaibh cleachdadh san obair làitheil aca. Tha sinn mothachail do na goireasan air leth air www.learnghaelic.net.

Mar bhuidheann phoblach ann an Alba aig a bheil inbhe àrd agus tha ag obair gu h-eadar-nàiseanta, tha dleastanas againn a bhith a' togail ìomhaigh na Gàidhlig tron obair againn ann a bhith a' cumail thachartasan, a' toirt seachad òraidean poblach agus a' co-obrachadh le com-pàirtichean air feadh na h-Alba agus nas fhaide air falbh. Mar sin, bidh sinn ag amas air Gàidhlig a bhith mar phàirt de dh'òraidean, de thachartasan agus den cho-obrachadh le buidhnean eile cho tric 's a ghabhas.

Tha na gealltanasan againn leantainn oirnn leis an taic againn dhan Ghàidhlig tron mhaoineachadh, tron chonaltradh agus tron obair againn air an cur an cèill anns a' phlana seo. Mar fhreagairt do na tagraidhean a fhuair sinn tron ùine co-chomhairle poblach airson am plana seo a leasachadh; tha sinn mothachail gun urrainn do dh'Alba Chruthachail barrachd a dhèanamh, a bharrachd air na chaidh a mhìneachadh gu h-àrd, airson cleachdadh na Gàidhlig a bhrosnachadh gu poblach tron ghniomhachd conaltraidh againn agus le bhith a' cur barrachd taic ri ionnsachadh is cleachdadh na Gàidhlig am measg an luchd-obrach againn. Chithear iad sin anns na geallaidhean a tha air am foillseachadh sa Phlana seo.

Tha an taic againn dhan Ghàidhlig, mar an taic againn airson gach taobh de dh'ealainean, sgrìn agus de na gnìomhachasan cruthachail fìor dhaingeann agus tha an raon seo de shàr-mhathas cruthachail fhathast na phàirt chudromach de bheatha chultarach na h-Alba agus air mar a tha sinn airson Alba a chur air adhart dhan t-saoghal.

Leanaidh sinn oirnn aig Alba Chruthachail a' cumail taic dhan Ghàidhlig mar phàirt den obair is de na dleastanasan againn, a' brosnachadh mothachadh air a' Ghàidhlig, ionnsachadh agus cleachdadh a' chànan.

Gaelic language is also supported through our support for Screen, including Gaelic language TV and initiatives such as Film G. Creative Scotland has a very positive and productive relationship with MG Alba, including co-funding the returning drama *Bannan* and documentary productions such as *Hamish* and *An Drochaid – the Bridge Rising* and we work with MG Alba on major events such as the annual Trad Awards and Celtic Connections. More information is available on the Screen Scotland site.

In terms of communications, as set out in our first Gaelic Language Plan, we are committed to bilingual communications and treating English and Gaelic with equal status, as much as possible. All of our branding, signage, promotional materials and key corporate publications are presented bilingually and we are currently refreshing our corporate branding guidelines to ensure equal status is given in all instances. We have also worked with the National Lottery to develop bilingual versions of their logo (previously only available in English). We have also developed specific materials to promote Gaelic, such as our [Introduction to Scotland's Languages](#) document – a general introduction to both Gaelic and Scots, aimed at the non-speaker and signposting key organisations, partners and agencies who use and support the languages.

A focus on staffing, development and training in Gaelic language has resulted in increased awareness and interest within our staff group as well as an increased number of Gaelic speakers and learners. We have developed a Gaelic Language toolkit for all staff to use with useful words and phrases that they can incorporate into their daily work. We note the significant resources of www.learnghaelic.net.

We also have a role, as a high profile public body in Scotland who works internationally, to raise the profile of Gaelic through our work in hosting events, public speaking and working with partners in Scotland and beyond. As such, we endeavour to include Gaelic in speeches, at events and in our interactions with others as much as possible.

Commitments to continue our support of Gaelic through our funding, our communications and our operations are set out in this Plan. In response to the submissions we received during the public consultation phase of the development of this plan; we recognise that Creative Scotland can do more, in addition to the work outlined above, to promote public use of Gaelic through our communications activity and through increased support for Gaelic language learning and use amongst our staff. These are reflected in the commitments set out in this Plan.

Our support for Gaelic language, like our support for all aspects of the arts, screen and creative industries, is unwavering and this area of rich creative excellence continues to form an important part of cultural life in Scotland and of how we present ourselves to the world.

Creative Scotland will continue to support Gaelic as part of our work and our responsibilities, helping to promote awareness of the language, increase learning of the language and increase its use.





an Lanntair

Talibeansdhean Exhibitions
Techartasam Music Theatre Cinema
Cafaidhi Cafe Bar
Thigh-bidh Restaurant

4

Bun-dhleastanasan

Airson a bhith a' sealltainn an dà chuid na h-obrach aig Alba Chruthachail agus amasan Plana Cànain Nàiseanta na Gàidhlig, tha sinn air na gealltanasan ann am Plana Gàidhlig 2019-22 a chur fo na cinn a leanas:

- Maoineachadh
- Conaltradh
- Obair a' bhuidhinn

Tha an raon mu dheireadh seo na phrìomh ghealltanas aig Alba Chruthachail ann an co-theacsa nas fharsainge a thaobh maoineachadh agus a' toirt taic do dh'obair air feadh nan ealainean, sgrìn agus gnìomhachasan cruthachail a tha, mar sin, a' toirt taic dhan Ghàidhlig an dàrna cuid gu dìreach no gu neo-dhìreach.

Anns an earrainn seo den Phlana, thathar a' toirt cunntas air na bun-dhleastanasan againn, leis an aithris mu gach gealltanas ann an cruth mar a leanas:

- Cleachdadh làithreach
- Raointean leasachaidh
- Slatan-tomhais airson soirbheas

4

Core Commitments

For the purposes of reflecting both the work of Creative Scotland and the aims of the National Gaelic Language Plan, we have set out our commitments in our Gaelic Language Plan 2019-22 in the following areas:

- Funding
- Communications
- Operations

This last area being a key commitment for Creative Scotland in the broader context of funding and supporting work across the arts, screen and creative industries that, in turn, supports the Gaelic language either directly or indirectly.

This section of the Plan will detail our core commitments with the narrative against each commitment structured as follows:

- Current practice
- Areas for Development
- Measure of success

Maoineachadh

'S e am maoineachadh againn an taic as àirde cliù agus buaidh a tha Alba Chruthachail a' toirt don chànan.

	Cleachdadh làithreach	Raointean leasachaidh	Slatan-tomhais airson soirbheas	Clàr-ama
Maoineachadh	<p>Tha sinn a' cumail taic nach beag ris a' Ghàidhlig aig an àm seo tron taic maoineachaidh againn do na h-ealainean, do sgrìn agus do na gnìomhachasan cruthachail. Gu sònraichte, gheibh a' Ghàidhlig taic bhon taic againn airson ealainean tràidiseanta a thaobh ceòl, dannsa, litreachas, seanchas, fèisean, sgrìn is obair-chiùird, agus bidh a' Ghàidhlig cuideachd a' faighinn taic bho na trì slighean maoineachaidh againn – Cunbhalach, Maoinichte agus Targaidte.</p> <p>Tha an taic againn dhan Ghàidhlig a' gabhail a-steach an dà chuid maoineachadh dìreach gu buidhnean aig a bheil a' Ghàidhlig mar phrìomh adhbhar agus maoineachadh do dh'fharsaingeachd de bhuidhnean, pròiseactan is daoine fa leth a tha ag obair sa Ghàidhlig no a tha a' dèanamh obair ceangailte ri cultar na Gàidhlig.</p> <p>Tha barrachd fiosrachaidh ann air seo ann an Earrann 3 den Phlana seo.</p>	<p>Leanaidh sinn oirnn le bhith a' cumail taic dhan Ghàidhlig mar phàirt bhunaiteach den taic maoineachaidh againn do na h-ealainean, do sgrìn agus do na gnìomhachasan cruthachail.</p> <p>Ni sinn aithris air an taic seo tro chonaltradh phoblach chunbhalach, tro bhith a' foillseachadh nan tabhartasan againn gach mìos, tron aithris bhliadhnail againn do Bhòrd na Gàidhlig agus tron Lèirmheas Bhliadhnail againn.</p> <p>Ni sinn cinnteach gu bheil a' Ghàidhlig air a h-aithneachadh anns na ro-innleachdan agus planaichean uile againn – gu sònraichte anns na ro-innleachdan againn airson Ealainean, Sgrìn agus Gnìomhachasan Cruthachail.</p> <p>Ni sinn cinnteach gu bheil fhios aig an fheadhainn a tha a' measadh iarrtasan maoineachaidh air cho cudromach sa tha a' Ghàidhlig agus a cultar mar mheadhan airson cruthachalachd ann an Alba.</p> <p>Ni sinn barrachd oidhirp gus a bhith a' brosnachadh taic do chànan is chultar na Gàidhlig am measg a h-uile neach, pròiseact agus buidheann do bheil sinn a' toirt taic tro mhaoineachadh, gu sònraichte an lionra de Bhuidhnean le Maoineachadh Cunbhalach.</p>	<p>Tha làthaireachd mhòr is fhollaiseach aig a' Ghàidhlig thairis air na buidhnean, daoine agus pròiseactan a tha a' faighinn taic bhuan agus thèid seo uile a thaisbeanadh tro na seanailean againn.</p> <p>Thathar a' toirt aithne dhan Ghàidhlig anns na ro-innleachdan ùraichte agus co-thaobhaichte againn.</p>	<p>Leantainneach tro na prògraman Maoineachaidh aig Alba Chruthachail agus tro aithris bhliadhnail.</p>

Funding

Supporting Gaelic through our funding is the most high-profile and impactful way that Creative Scotland supports the language.

	Current Practice	Areas for Development	Measures of success	Timing
Funding	<p>We currently support Gaelic language extensively through our funding support for the arts, screen and creative industries. In particular, Gaelic language is supported through our funding for traditional arts in terms of music, dance, literature, storytelling, festivals, screen and craft, and Gaelic language is supported across all three of our routes to funding – Regular, Open and Targeted.</p> <p>Our support for Gaelic language ranges from direct funding for organisations whose primary medium is Gaelic, through to a range of organisations, projects and individuals whose work is in Gaelic or reflects Gaelic culture.</p> <p>This is highlighted in more detail in Section 3 of this Plan.</p>	<p>We will continue to support Gaelic language as an integral part of our funding support for the arts, screen and creative industries in Scotland.</p> <p>We will report on this support through regular public communications, through monthly publication of our awards and through our annual reporting to Bòrd na Gàidhlig and our Annual Review.</p> <p>We will ensure that Gaelic is recognised in all of our strategies and plans – particularly our strategies for Arts, Screen and Creative Industries.</p> <p>We will ensure that those assessing funding applications remain aware of the importance of Gaelic language and culture as an important force for creativity in Scotland.</p> <p>We will increase our efforts to encourage commitment to Gaelic language and culture amongst all of the people, projects and organisations that we support through funding, particularly the network of Regularly Funded Organisations.</p>	<p>Gaelic language continues to have a significant and visible presence across all of the organisations, people and projects that we support and that this is clearly communicated through our channels.</p> <p>Gaelic is recognised in our refreshed and aligned strategies.</p>	<p>Ongoing through Creative Scotland's funding programmes and reported annually.</p>

Conaltradh

Tha an gealltanais againn a bhith a' toirt taic dhan Ghàidhlig tron obair chonaltraidh againn a' gabhail a-steach diofar raointean, nam measg aithne chorporra, meadhanan is dàimh-poblach, an obair clò-bhualaidh is fhoillseachaidh againn, na tachartasan againn agus na conaltraidhean digiteach againn (làrach-lìn is meadhanan sòisealta).

Bheir sinn sùil orra seo fear mu seach:

	Cleachdadh làithreach	Raointean leasachaidh	Slatan-tomhais airson soirbheas	Clàr-ama
Aithne Chorporra	<p>Tha aon shuaicheantas aig Alba Chruthachail agus tha sin dà-chànanach sa Bheurla agus sa Ghàidhlig. Chan eil diofar sheòrsachan roghnach ann den dearbh-aithne chorporra seo agus tha seo air a dhèanamh soilleir anns na stiùiridhean suaicheantais againn a tha air am foillseachadh air an làrach-lìn againn. Tha an suaicheantas seo air a chleachdadh air na stuthan corporra, soidhnichean agus cinn-litreach uile, agus mar sin air adhart, agus 's e pàirt de mhaoineachadh bho Alba Chruthachail gun toir an fheadhainn a tha a' faighinn taic aithne dhan taic sin le bhith a' cur ar suaicheantais gu feum anns na stuthan conaltraidh aca.</p> <p>Tha sinn cuideachd air suaicheantas dà-chànanach a chruthachadh airson a' Chrannchuir Nàiseanta gus dèanamh cinnteach gun tèid buidheachas a thoirt do mhaoineachadh an dà chuid sa Bheurla agus sa Ghàidhlig.</p> <p>Tha na soidhnichean uile, anns an dà oifis againn ann an Dùn Èideann agus Glaschu, dà-chànanach gu h-iomlan, a' gabhail a-steach branndadh.</p>	<p>Leanaidh sinn oirnn a bhith a' dèanamh cinnteach gun aithnich a h-uile buidheann a gheibh maoineachadh bho Alba Chruthachail am maoineachadh seo le bhith a' cur an t-suaicheantais dhà-chànanaich anns na conaltraidhean uile aca.</p>	<p>Bidh a h-uile buidheann, duine agus pròiseact a tha a' faighinn maoineachadh bho Alba Chruthachail a' cleachdadh nan stuthan branndaidh dà-chànanach againn.</p>	<p>Leantainneach. Bithear a' sgrùdadh is ag aithris air seo gach bliadhna.</p>

Communications

Our commitment to support Gaelic through our communications runs across a number of areas including our corporate identity, our media and public relations, our print and publications, our events and our digital communications (website and social media).

Each of these is dealt with in turn below:

	Current Practice	Areas for Development	Measures of success	Timing
Corporate Identity	<p>Creative Scotland has one logo and that is bilingual, English and Gaelic. There are no optional versions of this brand identity and this is made clear in our brand guidelines that are published on our website. This logo is used on all corporate materials, signage, letterheads, etc. and it is also a condition of Creative Scotland's funding that all recipients recognise this funding through use of our logo in their own communications materials.</p> <p>We have also helped develop a bilingual logo for the National Lottery to ensure such funding is credited in both English and Gaelic.</p> <p>All of our signage, across our two offices in Edinburgh and Glasgow, incorporates our branding and is fully bilingual.</p>	<p>We will continue to ensure that all organisations benefitting from Creative Scotland funding, recognise this funding by incorporating the bilingual logo into all their communications.</p>	<p>All organisations, individuals and projects benefitting from Creative Scotland funding use our bilingual branding materials.</p>	<p>Ongoing.</p> <p>This is monitored and reported on an annual basis.</p>





Meadhanan agus Dàimh Phoblach

Bidh Alba Chruthachail a' dèiligeadh ris na meadhanan, gu nàiseanta agus gu h-eadar-nàiseanta, air stèidh làitheil le brathan-naidheachd, tachartasan bogaidh agus gnìomhan Dhàimhean Poblach.

An-dràsta, 's ann tron Bheurla as motha a bhios sinn a' dèiligeadh ris na meadhanan, ach tha sinn ag aithneachadh na buannachd a bhiodh ann seirbheis mheadhanan tron Ghàidhlig a thabhann an dà chuid gus conaltradh èifeachdach a dhèanamh tro na meadhanan Gàidhlig agus gus barrachd cleachdadh den chànan a bhrosnachadh.

Ged a tha luchd-obrach againn aig a bheil Gàidhlig as urrainn Alba Chruthachail a riochdachadh sna meadhanan agus ann an àiteachan poblach, tha rùn againn a bhith a' cur ris a' ghoireas seo tro leasachadh luchd-obrach, trèanadh agus fastadh.

Àrdaichidh sinn ar n-oidhirpean gus a' Ghàidhlig a ghabhail a-steach do bhrathan-naidheachd, do bhogaidhean agus chothroman òraidean poblach nas fharsainge na dìreach an fheadhainn a bhios gu sònraichte buntainneach ris na h-ealain Ghàidhlig.

Barrachd cleachdadh den Ghàidhlig ann am fiosan naidheachd le barrachd conaltradh leis na meadhanan Gàidhlig anns a' Ghàidhlig.

Leantainneach.

Nì sinn mion-sgrùdadh air, agus nì sinn aithris gach bliadhna air cleachdadh na Gàidhlig anns an obair dàimh mheadhanan againn.

<p>Media and Public Relations</p>	<p>Creative Scotland engages with the media regionally, nationally and internationally on a daily basis through news releases, launches and PR activity.</p> <p>Currently, the majority of our media engagement is conducted in English, however, we recognise the benefits of offering, proactively, a Gaelic media service in order to communicate effectively through Gaelic media channels and to promote increased use of the language.</p>	<p>While we do have Gaelic speaking staff who can represent Creative Scotland in the media and in public platforms, we are committed to increasing this resource through staff development, training and future recruitment.</p> <p>We will increase our efforts to include Gaelic in media releases, launches and public speaking opportunities beyond those specifically relating to Gaelic arts.</p>	<p>Increased use of Gaelic in media releases coupled with increased Gaelic language engagement with Gaelic media.</p>	<p>Ongoing.</p> <p>We will analyse and report on use of Gaelic in our media relations on an annual basis.</p>
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Clò- bhualadh is Foillseachadh

Bidh Alba Chruthachail a' dèanamh farsaingeachd de dh'fhoillseachaidhean an dà chuid ann an clò agus gu digiteach, bho phlanaichean is ro-innleachdan corporra gus stuthan sanasachd airson pròiseactan fa-leth.

Tha tuigse mhath againn air a' phàirt a th' aig stuthan foillsichte ann am mothachadh, tuigse agus cleachdadh na Gàidhlig agus air mar a tha seo a' nochdadh taic Alba Chruthachail dhan Ghàidhlig.

Mar sin, tha poileasaidh againn aig an àm seo a bhith a' foillseachadh nam prìomh fhoillseachaidhean agus ro-innleachdan uile againn sa Ghàidhlig. Bidh sinn cuideachd a' foillseachadh cuid de na foillseachaidhean gu dà-chànanach, gu h-àraid an fheadhainn a tha a' toirt taic do na h-ealainean traidiseanta agus dhan Ghàidhlig.

Tha cosgaisean ann airson a bhith a' foillseachadh sgrìobhainnean mar seo agus feumaidh sinn a bhith mothachail air buidseatan. Cosgaidh foillseachaidhean mòra (mar eisimpleir Planaichean Bliadhna no planaichean ro-innleachdail) suas ri £2,000 gus làn eadar-theangachadh a dhèanamh.

Lean oirnn leis a' phoileasaidh againn a bhith a' dèanamh gach prìomh fhoillseachadh corporra (planaichean reachdail, ro-innleachdan agus poileasaidhean) gu dà-chànanach, lean oirnn le bhith a' dèanamh foillseachaidhean iomchaidh gu dà-chànanach (m.e. an fheadhainn a tha a' brosnachadh cànaichean na h-Alba, a' Ghàidhlig agus na h-ealainean traidiseanta) agus a bhith a' feuchainn ri cur ri farsaingeachd nam foillseachaidhean a nì sinn gu dà-chànanach a rèir ghoireasan agus bhuidseatan.

Tha prìomh fhoillseachaidhean agus foillseachaidhean buntainneach rim faighinn gu dà-chànanach, agus thèid cur ris an fharsaingeachd de dh'fhoillseachaidhean dà-chànanach gach bliadhna.

Leantainneach.
Nì sinn aithris gach bliadhna air cleachdadh na Gàidhlig anns na foillseachaidhean againn.

<p>Print and Publications</p>	<p>Creative Scotland produces a broad range of publications both in print and digitally ranging from corporate plans and strategies through to project specific promotional materials.</p> <p>We fully understand the role that such materials play in raising awareness, understanding and usage of Gaelic and how this highlights Creative Scotland's commitment to the language.</p> <p>As such, currently, we have a policy to produce all key corporate publications and strategies in Gaelic. We also produce specific publications bilingually, particularly those that specifically support trad arts and Gaelic language.</p> <p>There are costs associated with the translation of such documents and we need to be mindful of budgets. Major publications (such as Annual Plans or strategy publications) can cost up to £2,000 to fully translate.</p>	<p>Continue with our policy to produce all key corporate publications (statutory plans, strategies and policies) bilingually; continue to produce relevant publications bilingually (e.g. those promoting Scotland's languages, Gaelic and trad arts); and seek to extend the range of publications that we produce bilingually in line with resources and budgets.</p>	<p>Key and relevant publications are published available bilingually, and the range of bilingual publications increases year on year.</p>	<p>Ongoing.</p> <p>We will report on use of Gaelic in our publications on an annual basis.</p>
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Tachartasan

Bidh Alba Chruthachail a' ruith farsaingeachd de thachartasan tron bhliadhna leis an amas a bhith a' taisbeanadh na h-obrach a gheibh taic bhuainn anns na h-ealainean, sgrìn agus gnìomhachasan cruthachail do luchd-amhairc nàiseanta is eadar-nàiseanta.

Ged nach eil poileasaidh foirmeil ann airson na Gàidhlig ann am prògram nan tachartasan againn, bidh sinn a' cleachdadh na Gàidhlig anns a' bhrann-dhadh uile againn airson tachartasan, ann an òraidean agus bidh sinn cuideachd a' brosnachadh na Gàidhlig gu for-ghnìomhach tro thachartasan a bhios againn, mar eisimpleir an fheadhainn a bhios sinn a' cumail ann am Pàrlamaid na h-Alba, taisbeanaidhean de dh'ealainean Gàidhlig agus aig fèisean air feadh an t-saoghail.

Nì sinn cinnteach gum bi a' Ghàidhlig ri faicinn aig na tachartasan againn uile – roinneil, nàiseanta is eadar-nàiseanta.

Leanaidh sinn oirnn a bhith a' cumail tachartasan sònraichte airson na Gàidhlig mar eisimpleir taisbeanadh nan ealainean Gàidhlig aig Celtic Connections agus brosnachadh tachartasan Gàidhlig aig WOMEX.

Cuiridh sinn ri cleachdadh na Gàidhlig ann an stuthan-taice airson tachartasan agus ann an òraidean far an gabh sin a dhèanamh.

Leanaidh làthaireachd na Gàidhlig aig prògraman tachartasan Alba Chruthachail, agus thèid a cleachdadh barrachd ann an òraidean agus le luchd-obrach.

Leantainneach.
Nì sinn aithris gach bliadhna air cleachdadh na Gàidhlig anns na tachartasan againn.

<p>Events</p>	<p>Creative Scotland run a range of events throughout the year aimed at showcasing the work that we support across the arts, screen and creative industries to a national and international audience.</p> <p>While there is no formal policy for Gaelic in our events programme, we do include Gaelic language in all of our events branding, in speeches and actively promote Gaelic language through events such as those we hold at the Scottish Parliament, Gaelic arts showcases, and at festivals across the world.</p>	<p>We will ensure that a visible presence for Gaelic is maintained at all of our events – regional, national and international.</p> <p>We will continue to hold Gaelic specific events such as our Gaelic arts showcase at Celtic Connections and the promotion of Gaelic arts at WOMEX.</p> <p>We will increase the use of Gaelic in events support materials and speeches wherever possible.</p>	<p>Gaelic language presence is maintained as part of Creative Scotland’s events programme and its use increased in speeches and by staff.</p>	<p>Ongoing.</p> <p>We will report on the use of Gaelic at our events on an annual basis.</p>
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**Conaltradh
Didseatach**

Tha Alba Chruthachail gu math gnìomhach air-loidhne air an làraich-lìn againn agus air na meadhanan sòisealta, le trafaig a tha mòr agus a tha a' fàs tro na làraichean-lìn againn agus le luchd-leantainn agus eadar-obrachadh air na meadhanan sòisealta.

Bidh sinn a' toirt seachad susbaint sa Ghàidhlig air an làraich-lìn againn agus a' cleachdadh na Gàidhlig air na meadhanan sòisealta far a bheil sin iomchaidh agus ann an suidheachaidhean far a bheil sinn a' brosnachadh ealainean no susbaint sa Gàidhlig no a' brosnachadh na Gàidhlig fhèin.

Bidh an làrach-lìn againn Opportunities (an làrach-lìn as mòr-chòrdte a th' againn) a' gabhail ri, agus a' foillseachadh, sanasan dà-chànanach airson obair.

Tha na h-eachdraidhean-beatha corporra air na seanailean didseatach dà-chànanach.

Ged a tha sinn a' toirt seachad prìomh susbaint agus foillseachaidhean air-loidhne sa Ghàidhlig, tha sinn ag amas air barrachd susbaint a libhrigeadh san àm ri teachd nuair a bhios na comasan Gàidhlig is eadar-theangachaidh in-taigh againn air fàs.

Gu sònraichte, tha sinn airson conaltradh a dhèanamh sa Ghàidhlig nas trice tro na meadhanan sòisealta.

Bidh barrachd susbaint anns a' Ghàidhlig air an làraich-lìn againn agus cleachdaidh sinn a' Ghàidhlig nas trice tro na meadhanan sòisealta.

Leantainneach.
Nì sinn aithris gach bliadhna air cleachdadh na Gàidhlig anns a' chonaltradh dhidseatach againn.

<p>Digital Communications</p>	<p>Creative Scotland is very active online in terms of our website and social media content with significant and growing traffic through our websites and with followers and interactions on social media.</p> <p>We provide Gaelic content via our website and use Gaelic on social media where appropriate and in circumstances where we are promoting Gaelic arts, language or content.</p> <p>Our Opportunities website (the most popular site that we operate) accepts and publishes bilingual advertising for job posts and other developmental opportunities.</p> <p>Our corporate biographies on digital channels are bilingual.</p>	<p>While we provide key corporate content and publications online in Gaelic, we aim to provide more such content in the future once our in-house Gaelic language and translation skills develop.</p> <p>In particular, we aim to communicate more frequently in Gaelic via social media.</p>	<p>More web content is provided in Gaelic and we will make more frequent use of Gaelic via social media.</p>	<p>Ongoing.</p> <p>We will report on the use of Gaelic in our digital communications on an annual basis.</p>
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CH4

CRAIG

APERTURE BRIGHT CHROMA CONTRAST VOLUME A MENU

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45



Bannan, Sitùiriche/Director Tony Kearney

Obair a' bhuidhinn

Tha an rùn againn a bhith a' brosnachadh na Gàidhlig tron obair againn a' gabhail a-steach grunn raointean, nam measg trèanadh, stiùireadh is foirmichean, agus eadar-obrachadh leis an luchd-obrach againn.

Bheir sinn sùil orra seo fear mu seach:

	Cleachdadh làithreach	Raointean leasachaidh	Slatan-tomhais airson soirbheas	Clàr-ama
Luchd-obrach is Trèanadh	<p>Tha Alba Chruthachail a' toirt fa-near cho cudromach 's a tha sgilean cànain airson an luchd-obrach againn mar bhuidhinn nàiseanta agus mar riochdaire de na h-ealainean, sgrìn agus na gnìomhachasan cruthachail ann an Alba.</p> <p>Tha sinn a' tuigsinn gu bheil brosnachadh agus solarachadh airson sgilean Gàidhlig a' cuideachadh gus mothachadh air a' Ghàidhlig is cleachdadh na Gàidhlig a chur air adhart, chan ann a-mhàin aig Alba Chruthachail, ach thairis air na h-ealainean, sgrìn, gnìomhachasan cruthachail agus tron t-sòisealtas san fharsaingeachd.</p> <p>Mar sin, bidh sinn a' tabhann trèanadh Mothachaidh Gàidhlig dhan luchd-obrach uile, tha buidheann Gàidhlig ann do luchd-obrach airson luchd-labhairt is luchd-ionnsachaidh; agus bheir sinn taic do luchd-obrach le tìde agus goireasan gu Gàidhlig ionnsachadh bho luchd-tòiseachaidh gu fileantachd.</p> <p>Tha sinn cuideachadh air toolkit Gàidhlig a chruthachadh taobh a-staigh a' bhuidhinn airson luchd-obrach anns a bheil prìomh fhaclan is abairtean co-cheangailte ri obair agus luchd-obrach a bhrosnachadh gus an cànan a chleachdadh.</p> <p>Aig an àm seo, tha triùir luchd-obrach aig Alba Chruthachail aig a bheil Gàidhlig gu fileanta agus a tha ag obair an lùib na Gàidhlig; agus grunnan dhaoine aig a bheil Gàidhlig gu fileanta aig a bheil obair nach eil co-cheangailte gu sònraichte ri Gàidhlig; agus tha grunn luchd-obrach eile ann an ionnsachadh/trèanadh Gàidhlig foirmeil.</p> <p>Tha triùir dhe na fileantaich air chomas Gàidhlig a leughadh agus a sgrìobhadh, tha aonan dhen luchd-ionnsachaidh le sgilean math litearra is agus tha sgilean leughaidh aig aona neach-obrach eile. Tha an còrr dhen luchd-ionnsachaidh againn le sgilean litearra is a rèir nan ìrean ionnsachaidh aca.</p> <p>Thathar air dreachd Ghàidhlig dhen phasgan iarrtas obrach againn a dheasachaidh agus tha seo ga chleachdadh ann an suidheachaidhean iomchaidh.</p>	<p>Leanaidh sinn oirnn le bhith a' brosnachadh mothachadh Gàidhlig do luchd-obrach agus le bhith a' brosnachadh agus a' toirt taic do dh'ionnsachadh na Gàidhlig.</p> <p>Cuiridh sinn ri sgilean Gàidhlig tro bhuidheann an luchd-obrach againn, tro thrèanadh is ionnsachadh, a' cur ri cleachdadh a' chànain san obair againn, agus tro na comasan againn mar bhuidhinn gus conaltradh gu h-èifeachdach tron Ghàidhlig.</p> <p>Àrdaichidh sinn cleachdadh na Gàidhlig air àrd-ùrlairean poblach, aig tachartasan agus ann an òraidean a bheir luchd-obrach Alba Chruthachail seachad.</p>	<p>Barrachd luchd-obrach aig Alba Chruthachail ag ionnsachadh na Gàidhlig.</p> <p>Barrachd luchd-obrach comasach air Gàidhlig a bhruidhinn is air Gàidhlig a chleachdadh san obair làitheil againn.</p>	<p>Leantainneach.</p> <p>Nì sinn aithris air seo gach bliadhna, a' sealltainn mar a tha cleachdadh na Gàidhlig a' dol am meud am measg an luchd-obrach againn.</p> <p>Prògraman trèanaidh Gàidhlig air an ùrachadh is air an sgaoileadh dhan luchd-obrach ann an 2019/20.</p>

Operations

Our commitment to support Gaelic through our operations runs across a number of areas including staffing an training, guidance and forms, and interaction with our staff.

Each of these is dealt with in turn below:

	Current Practice	Areas for Development	Measures of success	Timing
Staffing and Training	<p>Creative Scotland recognises the value of Gaelic language skills for our staff, as a national body and as a funder and representative of the arts, screen and creative industries in Scotland.</p> <p>We understand that the provision and promotion of Gaelic language skills helps promote awareness and use of the language, not just at Creative Scotland, but across the arts, screen and creative industries and society more broadly.</p> <p>As such, we offer Gaelic Awareness training for all staff; have a staff Gaelic language group for speakers and learners; and support staff with the time and resources to learn Gaelic as beginners through to fluency.</p> <p>We have also developed an internal Gaelic language toolkit for staff with key work related words and phrases to encourage staff use of the language.</p> <p>Creative Scotland currently has three staff members who are fluent Gaelic speakers and working in areas specifically related to Gaelic; a number of fluent Gaelic speakers whose jobs are not specifically related to Gaelic; and a number of staff who are in formal Gaelic learning/training.</p> <p>Three of our fluent speakers can read and write in Gaelic, one of our learners has well-developed literacy skills and one further native speaker is a fluent reader. Our other learners have literacy skills commensurate with their learning level.</p> <p>A Gaelic version of our recruitment pack has been developed and used for a Gaelic-related post.</p>	<p>We will continue to promote Gaelic awareness for staff and to promote and support Gaelic learning.</p> <p>We will increase Gaelic language skills across our staff group, through training and learning, increasing the use of the language in our operations and our abilities as an organisation to communicate effectively in Gaelic.</p> <p>We will increase the use of Gaelic on public platforms, at events and in speeches given by Creative Scotland staff.</p>	<p>More Creative Scotland staff learn Gaelic.</p> <p>More staff can speak and use Gaelic in our day-to-day operations.</p>	<p>Ongoing.</p> <p>We will report on this annually, demonstrating increased use of Gaelic amongst our staff.</p> <p>Gaelic language training programme refreshed and rolled out for Staff in 2019/20.</p>

<p>Stiùireadh is foirmean</p>	<p>Tha iarrtasan airson maoinachadh nam pàirt chudromach den chonaltradh a tha aig Alba Chruthachail ri daoine is buidhnean, agus mar sin, tha conaltradh tro stiùireadh, foirmichean iarrtais, aontaidhean maoinachaidh is mar sin air adhart fìor chudromach.</p> <p>Ged nach bi sinn a' foillseachadh an stiùiridh no na foirmean againn sa Ghàidhlig gu gnàthach, tha gealltanais againn a bhith gan toirt do dhaoine sa Ghàidhlig ma thèid an iarraidh, agus bidh sinn a' gabhail ri iarrtasan agus ceistean sa Ghàidhlig agus a' freagairt san aon dòigh.</p>	<p>Foillsichidh sinn na stuthan air fad co-cheangailte ri Maoineachadh Pròiseact Fosgailte (no na thig na àite) agus ris an ath chuairt de Mhaoineachadh Chunbhalach (no na thig na àite) sa Ghàidhlig. Thèid ath-sgrùdadh a dhèanamh air Maoineachadh ann an 2019/20 agus thèid seo a chur an gnìomh mar phàirt den ath-sgrùdadh sin.</p> <p>Bheir sinn sùil cuideachd air a' chomas agus làn eadar-theangachadh a dhèanamh air stuthan co-cheangailte ri prògraman maoinachaidh eile, mar Iomairt Ceòl na h-Òigridh, Maoineachadh Sgrìn, is mar sin air adhart.</p>	<p>Bidh stuthan co-cheangailte ri Maoineachadh Pròiseact Fosgailte (no na thig na àite) rim faighinn gu dà-chànanach ron Ghiblean 2021.</p> <p>Tha stuthan mu Mhaoineachadh Cunbhalach (no na thig na àite) rim faighinn airson na h-ath cuairt maoinachadh.</p> <p>Thèid prògraman maoinachadh eile ath-sgrùdadh agus eadar-theangachadh far a bheil sin iomchaidh.</p>	<p>Thèid seo a dhèanamh mar phàirt den Ath-sgrùdadh Maoineachadh againn agus a rèir a' chlàr-ama sin.</p>
<p>Eadar-obrachadh leis an luchd-obrach againn</p>	<p>Aig an àm seo, tha grunn luchd-obrach aig Alba Chruthachail a tha comasach air Gàidhlig a bhruidhinn agus air eadar-obrachadh le luchd-labhairt na Gàidhlig aig tachartasan, ann an òraidean agus gu pearsanta tron t-seirbheis Fiosrachaidh againn.</p> <p>Faodaidh luchd-obrach post/post-d a gheibhear sa Ghàidhlig a fhreagairt cuideachd.</p>	<p>Tro thrèanadh agus tro thaic le ionnsachadh Gàidhlig mar a chaidh a mhìneachadh gu h-àrd, tha sinn airson cur ris an àireamh de luchd-obrach a tha comasach air co-obrachadh le daoine air an taobh a-muigh agus air an taobh a-staigh sa Ghàidhlig.</p>	<p>Barrachd luchd-obrach aig Alba Chruthachail comasach air conaltradh a dhèanamh le daoine sa Ghàidhlig.</p>	<p>Leantainneach.</p>

<p>Guidance and forms</p>	<p>A significant part of our interaction with people and organisations takes the form of applications for funding and, as such, communications through our guidance, applications forms and funding agreements is critical.</p> <p>While we do not routinely publish our guidance and forms in Gaelic, we do have a published commitment to making these available in Gaelic on request and we accept applications and enquiries in Gaelic, and respond accordingly.</p>	<p>We commit to publishing all materials relating to Open Project Funding (or equivalent) and the next round of Regular Funding (or equivalent) in Gaelic. Funding will be reviewed in 2019/20 and this will be actioned as part of that review.</p> <p>We will also review the potential to fully translate materials relating to other funding programmes, such as Youth Music Initiative, Screen Funding, etc.</p>	<p>Open Project Funding (or equivalent) materials are available bilingually by April 2021.</p> <p>Regular Funding (or equivalent) materials are available bilingually for the next round of funding.</p> <p>Other funding programmes are reviewed and translated as appropriate.</p>	<p>This will be delivered as part of our Funding Review, in accordance with the review timeline.</p>
<p>Interaction with our staff</p>	<p>Currently, a number of Creative Scotland staff are available to speak Gaelic and interact with Gaelic speakers at events, in speeches, and in person via our Enquiries service.</p> <p>Staff are also able to respond to written correspondence in Gaelic.</p>	<p>Through training and Gaelic learning support as set out above, we aim to increase the number of staff available to interact internally and externally in Gaelic.</p>	<p>More Creative Scotland Staff are able to interact with others in Gaelic.</p>	<p>Ongoing.</p>





5

Buileachadh agus Sgrùdadh

Clàr-ama

Bidh am Plana Gàidhlig seo an gnìomh gu foirmeil fad trì bliadhna bhon cheann-latha foillseachaidh, bho 2019-22.

Sanasachd airson a' Phlana

Thèid am Plana Gàidhlig againn fhoillseachadh gu digiteach agus gu dà-chànanach air an làraich-lìn againn agus, mar thoradh air seasmhachd àrainneachdail, cha tèid a chlà-bhualadh.

A bharrachd air seo, nì sinn mar a leanas:

- Cuir a-mach fios naidheachd mu fhoillseachadh a' phlana.
- Brosnaich am Plana tro na seanailean againn sna meadhanan sòisealta.
- Dèan cinnteach gu bheil fios aig an Luchd-obrach againn mun Phlana, foillsich air an eadra-lìon e agus cruthaich stiùireadh do luchd-obrach stèidhichte air.
- Cuir a-mach lethbhreacan clò-bhuailte a rèir iarrtais.

Ullachaidhean rianachd airson am Plana a bhuileachadh

Chaidh am Plana fhoillseachadh mar dreachd air 17 Lùnastal 2017, agus bha an obair cho-chomhairleachaidh fosgailte gu 14 Sultain 2017. Fhuair sinn sia freagairtean tro sgrùdadh dà-chànanach dìodseatach a chuir sinn air dòigh, agus freagairt a bharrachd tro phost-d. Mar a rinneadh iomradh air ann am Pàirt 3, thug na freagairtean seo buaidh air dreachd mu dheireadh a' Phlana.

Mar Oifigear Cunntachail, tha e na dhleastanas air an Àrd-oifigear dèanamh cinnteach gum bi Alba Chruthachail a' libhrigeadh nan geallaidhean a tha air fhoillseachadh sa Phlana seo agus is e an Stiùiriche air a bheil an t-uallach seo Ken Miller, Stiùiriche Conaltraidh.

Nì sinn cinnteach gun lean aontachaidhean le treas-phàrtaidhean a thaobh libhrigeadh nan seirbheisean againn teirmichean a' Phlana seo. Tha an gealltanais seo a' gabhail a-steach seirbheis sam bith a dh'fhaodadh a bhith air a chur a-mach air cùmhnant.

Nì sinn cinnteach gun tèid na riaghailtean anns an tionndadh làthaireach de Ghnàthachas Litreachadh na Gàidhlig a leantainn agus cleachdaidh sinn ainmean-àite mar a chaidh aontachadh le Ainmean-àite na h-Alba.

Goireasachadh a' Phlana

Chaidh am plana seo a sgrìobhadh stèidhichte air na goireasan a th' aig Alba Chruthachail an-dràsta. Mas e is gun atharraich an ìre de ghoireasan a th' againn, nì sinn ullachadh agus atharrachadh iomchaidh gus an tèid am Plana seo a libhrigeadh.

5

Implementation and Monitoring

Timetable

This Gaelic Language Plan will remain in place for a period of three years from publication date and covers the years 2019-22.

Publicising the Plan

Our Gaelic Language Plan will be published digitally and bilingually on our website and, in the interests of environmental sustainability, will not be printed.

In addition we will:

- Issue a news release announcing the publication of the Plan
- Promote the Plan via our social media channels
- Make the Plan known to our Staff, publish on our intranet and develop guidance for Staff on its use
- Make printed copies available on request.

Administrative arrangements for implementing the Plan

This Plan was published in draft form on 17 August 2017 and was open for public consultation until 14 September 2017. We received seven responses through a specially-created bilingual digital survey, and one response by email. As noted in Part 3, these responses influenced the finalised Plan.

As Accountable Officer, the Chief Executive is responsible for ensuring that Creative Scotland delivers on the commitments set out in this Plan and the responsible Director is Ken Miller, Director of Communications.

We will ensure that agreements or arrangements with third parties that relate to the delivery of our services follow the terms of this Plan. This commitment includes any services that may be contracted out.

We will ensure that the rules of the current Gaelic Orthographic Conventions are followed and we will use Gaelic place names as agreed by Ainmean-àite na h-Alba.

Resourcing the Plan

The Plan has been devised based on the current resources available to Creative Scotland. Should current resources change, we will make adequate provision and amendments to ensure the ongoing delivery of the Plan.

Sgrùdadh Buileachadh a' Phlana.

Ann an sgrùdadh buileachadh a' Phlana, cuiridh sinn fòcas air na leanas:

- A' sgrìobhadh aithisg bhliadhnail de na gnìomhan Gàidhlig a rinn Alba Chruthachail agus a' cur na h-aithisg seo do Bhòrd na Gàidhlig
- A' clàradh is a' freagairt a' chonaltraidh uile a gheibhear sa Ghàidhlig
- Foillsich fios naidheachd, co-dhiu turas sa bhliadhna, a' cur cuideam air taic Alba Chruthachail dhan Ghàidhlig anns na h-Ealainean, Sgrìn agus na Gnìomhachasan Cruthachail
- Cùm sùil air agus clàraich àireamh luchd-labhairt is luchd-ionnsachaidh na Gàidhlig am measg an luchd-obrach
- Dèan cinnteach gu bheil na foillseachaidhean Gàidhlig air an làraich-lìn againn follaiseach
- Dèan cinnteach gun tèid luchd-obrach ùra uile do sheiseanan mothachaidh Gàidhlig

Monitoring the Implementation of the Plan

In monitoring the implementation of the Plan, we will focus on the following:

- Write an annual report on the Gaelic activities undertaken by Creative Scotland and submit this report to Bòrd na Gàidhlig
- Log and respond to all Gaelic enquiries
- At least once a year, publish a news release highlighting Creative Scotland's support for Gaelic language across the Arts, Screen and Creative Industries
- Monitor and record the number of Gaelic speaking Staff and learners
- Clearly signpost all of our Gaelic Language publications on our website
- Ensure all new recruits attend Gaelic Language awareness sessions





6

Fios Conaltraidh

'S e neach-conaltraidh a' Phlana seo:

Ken Miller
Stiùiriche Conaltraidh

Alba Chruthachail
Geata Waverley
2-4 Plàs Bhatairliù
Dùn Èideann
EH1 3EG

Fòn-làimhe: 07970 557 960
Post-d: ken.miller@albachruthachail.com

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Contact Details

The point of contact for this Plan is:

Ken Miller
Director of Communications

Creative Scotland
Waverley Gate
2-4 Waterloo Place
Edinburgh
EH1 3EG

M: 07970 557 960

E: ken.miller@creativescotland.com

7

Leas-phàipearan

a. A' Ghàidhlig taobh a-staigh sgìre Alba Chruthachail

Bidh Alba Chruthachail ag obair air feadh na h-Alba agus gu h-eadar-nàiseanta. Bidh Alba Chruthachail a' toirt taic do na h-ealainean, sgrìn agus do na gnìomhachasan cruthachail air feadh na h-Alba agus tha sinn airson taic a thoirt do dh'obair a bheir deagh bhuidh air beatha a h-uile duine a tha a' fuireach no a' tadhal air Alba. Bidh sinn cuideachd a' coiteachadh às leth, agus a' brosnachadh, ealainean agus cultar na h-Alba gu h-eadar-nàiseanta.

Mar sin, san obair againn, nì sin ar dicheall gus ìomhaigh fhàbharach a chruthachadh mun Ghàidhlig, gus cur ri ionnsachadh na Gàidhlig agus gus cur ri cleachdadh na Gàidhlig air feadh na h-Alba. Ach tha e feumail a bhith ag aithneachadh an dàta as ùire bhon chunntas-sluaigh (2011) mu chomasan Gàidhlig air feadh na h-Alba.

7

Annexes

a. Gaelic speakers in Creative Scotland's areas of operation

Creative Scotland's area of operation is all of Scotland and internationally. Creative Scotland supports the arts, screen and creative industries across all parts of Scotland and we seek to support work that impacts positively on the lives of everyone who lives in or visits Scotland. We also advocate and promote Scottish arts and culture internationally.

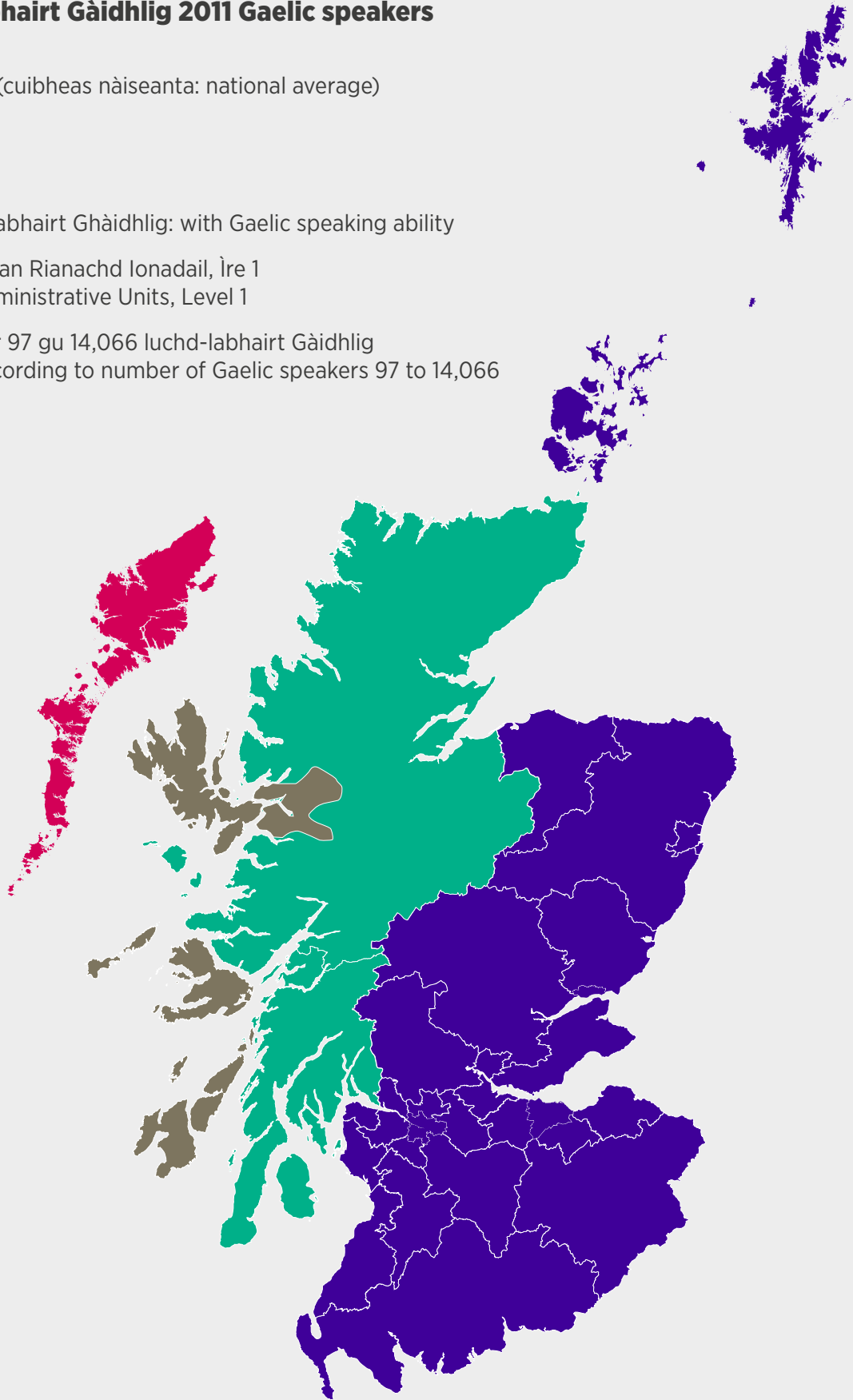
As such, in our work, we will seek to promote a positive image of Gaelic, increase the learning of Gaelic and increase the use of Gaelic across all parts of Scotland. However, it is useful to recognise the most recent census data (2011) on Gaelic speaking across Scotland.

Luchd-labhairt Gàidhlig 2011 Gaelic speakers

- ≤1.125% (cuibheas nàiseanta: national average)
- <15%
- <50%
- 50% le labhairt Ghàidhlig: with Gaelic speaking ability

a rèir Aonadan Rianachd Ionadail, Ìre 1
by Local Administrative Units, Level 1

Cuilibh a rèir 97 gu 14,066 luchd-labhairt Gàidhlig
Columns according to number of Gaelic speakers 97 to 14,066



Le dàta bho NRS © Còir copaidh is stòir-dàta a' Chrùin 2015.

Le dàta bhon t-Stuirbhidh Òrdanais © Còir copaidh is stòir-dàta a' Chrùin 2015.

Contains NRS data © Crown copyright and database right 2015.

Contains Ordnance Survey data © Crown copyright and database right 2015.

Dèanta le Bòrd na Gàidhlig 2015 a' cleachdadh QGIS 2.

Made by Bòrd na Gàidhlig 2015 using QGIS 2.



Dealbh bho/Still from *Hamish*, air a riochdachadh le/produced by Bees Knees Media

b. Foghlam Gàidhlig ann an Alba

Bidh Alba Chruthachail ag obair ann an com-pàirteachas le Foghlam Alba agus le Ùghdarrasan Ionadail gus dèanamh cinnteach gum bi ealainean, cultar agus cruthachalachd uile nam pàirt de shiostam foghlaim na h-Alba, agus gu bheil cothrom aig òigridh gus pàirt a ghabhail anns na h-ealain, sgrìn agus sna gnìomhasan cruthachail.

Nì sinn seo tron obair ionnsachaidh chruthachail againn, tron mhaoineachadh againn (mar eisimpleir Iomairt Ciùil na h-Òigridh) agus tron taic againn airson grunn bhuidhnean a tha ag obair le òigridh, tòrr aca le Gàidhlig aig cridhe an cuid obrach (mar eisimpleir Fèis Rois agus Fèisean nan Gàidheal); agus tron Ro-innleachd Ealain Òigridh againn - Time to Shine.

Mar sin, tha e cudromach gun aithnich am plana seo far a bheil Gàidhlig air a teagasg ann an sgoiltean na h-Alba aig an àm seo.

b. Gaelic Education in Scotland

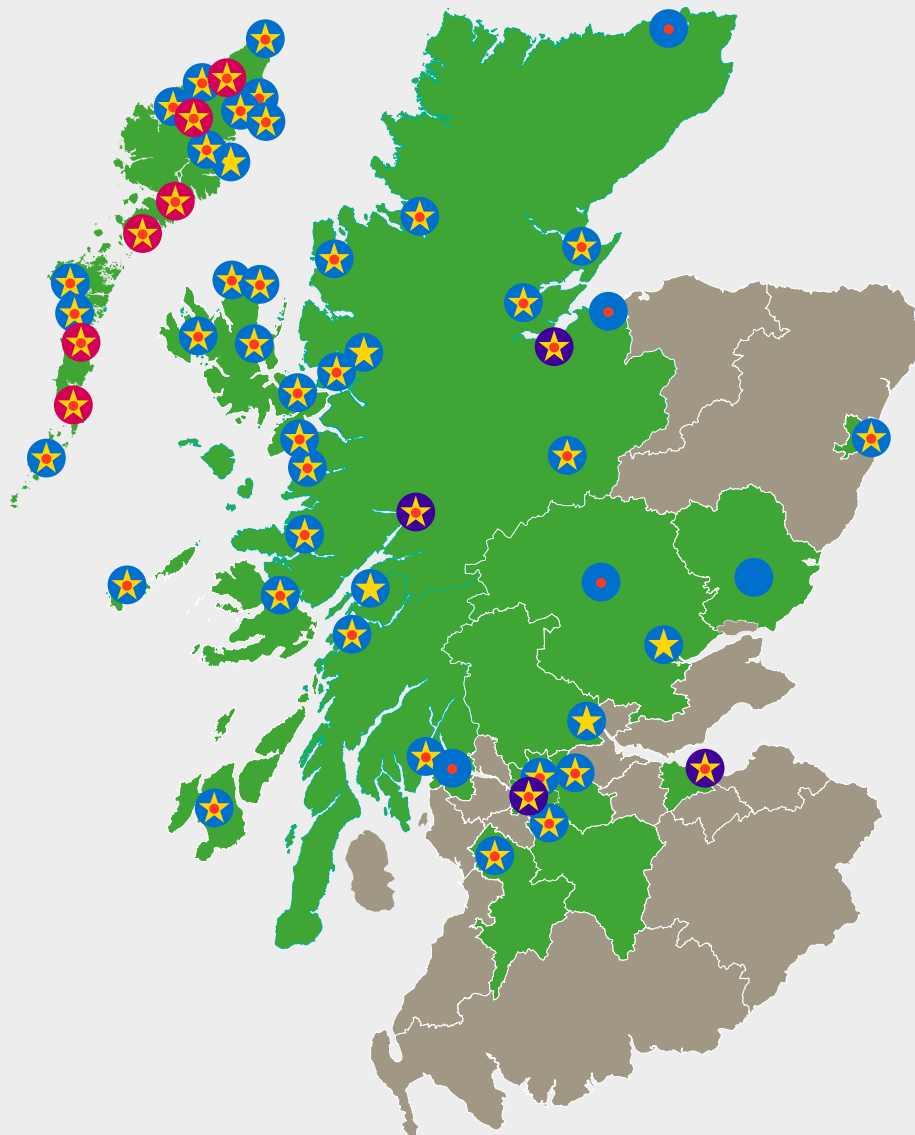
Creative Scotland works in partnership with Education Scotland and with Local Authorities to ensure that art, culture and creativity form part of Scotland's education system and that young people have the opportunity to engage in the arts, screen and creative industries through learning.

We do this through our creative learning work, through our funding (such as the Youth Music Initiative) and our support for a host of organisations who work with young people, many with Gaelic language and culture at the core of what they do (such as Fèis Rois and Fèisean nan Gàidheal); as well as through the national Youth Arts Strategy – Time to Shine.

As such, it's important for this Plan to recognise where Gaelic is currently being taught in schools across Scotland.

Foghlam tron Ghàidhlig 2016-17 Gaelic Medium Education

- Bun-sgoil le sruth FtG Primary school with GME stream
- Bun-sgoil Ghàidhlig GME Primary School
- Bun-sgoil le sruth FtB GME primary with English ME stream
- Le sgoil-àraich FtG na cois With associated GME nursery
- ★ An cois àrd-sgoile le FtG Associated with secondary school with GME
- Ùghdarras ionadail le FtG Local Authority with GME provision



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Made by Bòrd na Gàidhlig 2017 using QGIS 2.



Féis HebCelt/HebCelt Festival. Dealbh/photo Leila Angus



ALBA | CHRUTHACHAIL

Geata Waverley
2-4 Plàs Bhatairliù
Dùn Èideann EH1 3EG
Alba RA

Alba Chruthachail
An Taigh-solais
Caolshràid Mitchell
Glaschu, G1 3NU
Alba RA

Fàilteachadh +44 (0) 330 333 2000
Ceistean +44 (0) 845 603 6000
enquiries@albachruthachail.com

www.albachruthachail.com

[@creativescots](https://twitter.com/creativescots)

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