

# PLANA GÀIDHLIG

# GAELIC LANGUAGE PLAN

2012 - 2017



Chaidh an sgrìobhainn seo ullachadh fo earrainn 3 de dh'Àchd na Gàidhlig (Alba) 2005, 18 Sultain 2012.  
This document was prepared under section 3 of the Gaelic Language (Scotland) Act 2005, 18th September 2012.



ALBA | CHRUTHACHAIL



A-mach à Bothan a' Bhàta.

An ìomhaigh le cead fialaidh  
Chailein Chamshroin.

Out of the Boathouse.

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**Riobanan is Clachan.**

Ìomhaigh a' Chòmhaich le cead  
fialaidh Chailein Chamshroin.

**Ribbons & Stones.**

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## FOREWORD

There is barely an area of Scotland's artistic and creative output that is not influenced directly, or indirectly, by Gaelic language and culture. Most obviously, what we call the 'traditional arts' is where this influence is most apparent, particularly in Scotland's thriving and world-renowned traditional music scene. But it doesn't stop there. Gaelic language and culture has an influence across all aspects of creative life in Scotland, from poetry and prose, through to visual art, dance and theatre.

Gaelic, alongside Scots, is a core element of arts and culture in Scotland. Our indigenous languages and dialects are both an important and a unique part of Scottish culture but it's also clear that the position of these languages in Scotland is fragile.

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

Creative Scotland already gives English and Gaelic equal respect; we already employ a Gaelic Arts Officer; we already produce much of our corporate communications material in both Gaelic and English; and we invest significantly in arts organisations and projects that incorporate, promote and support Gaelic. We are proud of our relationships with Gaelic organisations.

But we can do more. I would like to see us work towards a situation where Gaelic is 'normalised' in both the operations of Creative Scotland and, more importantly, in all of the organisations and artistic projects in which we invest.

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

**Andrew Dixon**  
CEO, Creative Scotland

18th September 2012

## RO-RÀDH



'S e glè bheag de thoraidhean ealanta agus cruthachail na h-Alba nach eil, gu dìreach no gu neo-dhìreach, a' tighinn fo bhuidhe cànan is dualchas na Gàidhlig. Tha e ro shoilleir gur ann fon cheann ris an can sinn 'na h-ealain thraidiseanta' as follaisiche a' bhuidhe seo, agus sin gu h-àraidh ann an roinn a' chiùil dhualchasaich a tha cho soirbheachail agus aig a bheil cliù eadar-nàiseanta. Ach chan e sin a-mhàin. Tha buaidh na Gàidhlig agus a dualchais nochdte sa h-uile raon de bheatha chultarach na h-Alba, eadar bàrdachd is rosg, sna h-ealain lèirsinneach agus ann an dannsa agus dràma.

Tha a' Ghàidhlig, cuide ri Albais, aig fìor chridhe nan ealain agus cultair ann an Alba. Tha ar cànanan agus dualchaintean tùsail nam pàirt cudromach agus sònraichte de dhualchas na h-Alba ach tha e soilleir cuideachd gu bheil na cànanan sin ann an suidheachadh cugallach ann an Alba.

Tha dleastanas air Alba Chruthachail, mar a tha air roinnean eile an Rìaghaltais ann an Alba, a bhith a' cruthachadh Plana Gàidhlig agus ga chur gu feum a rèir amasan Achd na Gàidhlig (Alba) 2005 agus a bhith a' toirt taic do dh'obair Bhòrd na Gàidhlig, Bòrd a chaidh a stèidheachadh fo sgèith na h-Achd sin. Gun teagamh, coileanaidh Alba Chruthachail an dleastanas sin ach tha mise a' faicinn sin dìreach mar phàirt der n-oidhirp taic a thoirt do chànan is cultar na Gàidhlig tro mheadhan nan ealain.

Tha Alba Chruthachail mu thràth a' toirt urram co-ionann do Bheurla 's do Ghàidhlig; tha Oifigear Ealain Ghàidhlig ag obair dhuinn mu thràth; tha tòrr math den stuth conaltraidh corporra againn a cheana an dà chuid an Gàidhlig 's am Beurla; agus tha sinn a' cur airgead nach beag ann am buidhnean ealain agus pròiseactan sa bheil Gàidhlig mar phàirt agus a tha ag adhartachadh 's a' toirt taic dhan chànan. Tha sinn moiteil às an dàimh a tha againn ri buidhnean Gàidhlig.

Ach 's urrainn dhuinn barrachd a dhèanamh. Bu toigh leam gun obraicheamaid gu suidheachadh far a bheil a' Ghàidhlig na rud 'àbhaisteach' ann an obair Alba Chruthachail agus, nas cudromaiche, am measg nam buidhnean agus pròiseactan ealain a tha sinn a' maoineachadh.

Chan e a-mhàin gun toir am Plana Gàidhlig an cothrom dhuinn sin a dhèanamh, ach cuidichidh e sinn gus conaltradh nas èifeachdaiche a bhith againn ri barrachd dhaoine agus chìthear barrachd mothachaidh, spèis agus compàirteachais nar n-obair ealain is chruthachail iongantach mar thoradh air sin.

**Anndra Dixon**  
Ceannard, Alba Chruthachail

An 18mh Sultain 2012

Anna Mhoireasdan a' gabhail pàirt ann an Dannsa, prògram le mneTV airson BBC ALBA.

Anne Morrison performing at Dannsa, an mneTV production for BBC ALBA.

An iomhaigh le cead fialaidh MG ALBA.

Image reproduced by kind permission of MG ALBA.



## GEÀRR-CHUNNTAS

**“THA ALBA CHRUTHACHAIL A’ TOIRT FA-NEAR GU BHEIL A’ GHÀIDHLIG NA PÀIRT RIATANACH DE DHUALCHAS, DEARBH-AITHNE AGUS BEATHA CHULTARACH NA H-ALBA.”**

## SUMMARY

**“CREATIVE SCOTLAND RECOGNISES THAT GAELIC IS AN INTEGRAL PART OF SCOTLAND’S HERITAGE, NATIONAL IDENTITY AND CULTURAL LIFE.”**

**Le Joe Gildea, Aois 14.**

Bha an dealbh seo air a dhèanamh oir tha e a’ cur nam chuimhne am Foghar. Chleachd mi peanta ann an tòrr diofar dhathan blàth airson a bhith mar na duilleagan air craobh. Thagh mi an dealbh seo oir tha e ciùin.

An iomhaigh le cead fialaidh Sgoil Ghàidhlig Ghlaschu.

**By Joe Gildea, Aged 14.**

I made this picture to remind me of Autumn. I used different coloured paint to signify the leaves on the trees. I chose this picture as it is calm.

Image reproduced by kind permission of Sgoil Ghàidhlig Ghlaschu.

## SUMMARY - WHY WE NEED A GAELIC LANGUAGE PLAN

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

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

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

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

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

## GEÀRR-CHUNNTAS - AN T-ADHBHAR A THA PLANA GÀIDHLIG A DHÌTH OIRNN

Tha Alba Chruthachail a' toirt fa-near gu bheil a' Ghàidhlig na pàirt riatanach de dhualchas, dearbh-aithne agus beatha chultarach na h-Alba. Tha sinn a' cur làn thaic ris na h-amasan a tha air an cur sìos ann am Plana Nàiseanta na Gàidhlig agus tha sinn air na tionnsgnaidh riatanach a shuidheachadh gus dèanamh cinnteach gum bi a' Ghàidhlig beò san àm ri teachd ann an Alba agus, gu h-àraidh, gum bi àite dligheach aice ann am beatha ealain agus chultarach bheothail na h-Alba.

Tha sinn a' tuigsinn gu bheil suidheachadh na Gàidhlig cugallach agus ma tha a' Ghàidhlig gu bhith air a h-ath-bheothachadh mar chànan beò buntainneach, tha feum air oidhirp choitcheann bhon Riaghaltas gus:

- Inbhe na Gàidhlig a leasachadh
- Togail agus ionnnsachadh na Gàidhlig a bhrosnachadh
- Daoine a mhisneachadh gus a' Ghàidhlig a chleachdadh barrachd

'S e an sgrìobhainn seo ar Plana Gàidhlig, air ullachadh taobh a-staigh frèam Achd na Gàidhlig (Alba) 2005. Tha e a' clàradh mar a chleachdas sinn Gàidhlig nar obair, nar conaltradh agus mar a mhaoinicheas sinn na h-ealain agus cultar ann an Alba.

Chaidh ar Plana Gàidhlig ullachadh a rèir nan slatan-tomhais reachdail mar a tha iad ann an Achd 2005, a' gabhail a-staigh am Plana Nàiseanta airson na Gàidhlig agus an Stiùireadh airson Planaichean Cànan a Dhealbh.





An òmhaigh le cead fialaidh Fèisean nan Gaidheal.

Image reproduced by kind permission of Fèisean nan Gaidheal.





**Opara Hiort.**  
Nan samhla air na h-eòin air  
stallachan Hiort.

An ìomhaigh le cead fialaidh  
Pròiseact nan Ealan.

**St Kilda Opera.**  
Symbolic of the birds  
on St Kilda's cliff faces

Image reproduced by kind permission  
of Pròiseact nan Ealan.

SEALLADH FARSAING

“ ’S E RÙN ALBA CHRUTHACHAIL  
A BHITH A’ CUR RI CEANN-UIDHE  
CRUTHACHAIL NA H-ALBA. ”

OVERVIEW

“ CREATIVE SCOTLAND’S PURPOSE  
IS TO INVEST IN SCOTLAND’S  
CREATIVE FUTURE. ”



## OVERVIEW OF CREATIVE SCOTLAND, OUR ROLE AND OUR ENGAGEMENT WITH GAELIC AND GAELIC CULTURE

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

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

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

Put simply, our objectives are:

*To invest in talent*

*To invest in quality artistic production*

*To invest in audiences, access and participation*

*To invest in the cultural economy*

*To invest in places and their contribution to a creative Scotland*

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

## SEALLADH FARSAING AIR ALBA CHRUTHACHAIL, AR PÀIRT AGUS MAR A THA SINN AN SÀS ANN AN CÀNAN AGUS DUALCHAS NA GÀIDHLIG

'S e rùn Alba Chruthachail a bhith a' cur ri ceann-uidhe cruthachail na h-Alba. Tha sinn beò ann an dùthaich far a bheil àite bunaiteach aig na h-ealain agus cruthachadh ann am beatha, foghlam agus leas ar sluaigh.

'S e ar miann gum bi Alba air a h-aithneachadh mar dhùthaich a tha aig tùs ghnòthaichean cruthachachail, a tha a' tàladh, ag altram agus a' cumail dhaoine tàlantach, agus àite far a bheil taic agus cliù air a thoirt do na h-ealain agus obraichean cruthachail.

Tha e na amas againn cuideachd dèanamh cinnteach gu bheil tuigse cheart agus luach ga chur air a' bhuannachd eaconamach a tha anns na h-ealain agus cultar do bheatha na h-Alba agus gu bheil spèis ga thoirt do na h-ealain.

Gu simplidh, 's iad ar n-amasan:

*Taic a chur ri tàlant*

*Taic a chur ri obair ealain chàilear*

*Taic a chur ri luchd-amhairc, cothroman agus gabhail pàirt*

*Taic a chur ris an eaconamaidh chultarach*

*Taic a chur ri àiteachan agus na tha iad a' cur ri Alba a tha cruthachail*

Chuireadh Alba Chruthachail air bhonn ann an 2010 mar phàirt de Achd Leasachaidh na Roinne Poblach, a' toirt ri chèile na dleastanasan a bha air Comhairle Ealain na h-Alba agus Sgrion na h-Alba, cuide ri tuilleadh uallaichean agus chothroman airson na buidhne ùir.

Creative Scotland is the national organisation responsible for Scotland's arts, screen and creative industries which came into being on 1 July, 2010 as part of the Public Sector Reform Act, bringing together the functions of the Scottish Arts Council and Scottish Screen, with additional responsibility and scope.

Key amongst the functions for Creative Scotland include:

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

- Advocating for and supporting the creative industries
- Encouraging and supporting other organisations who perform functions similar to Creative Scotland

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

Organisations and individuals can apply to us for investment through our range of investment programmes. Details and guidance for these programmes can be found at [www.creativescotland.com/investment](http://www.creativescotland.com/investment)

'S e Alba Chruthachail a' bhuidheann nàiseanta le uallach airson tionnsgalan ealain, sgrion agus cruthachail na h-Alba 's a thàinig gu bith air 1 an t-luchar, 2010 mar phàirt de Achd Leasachaidh na Roinne Poblach 's i a' toirt còmhla dleastanasan Comhairle Ealain na h-Alba agus Sgrion na h-Alba, cuide ri tuilleadh uallaichean agus chothroman airson na buidhne ùir.

Am measg nam prìomh dhleastanasan a tha air Alba Chruthachail tha:

- A' comharrachadh, a' toirt taic do agus a' toirt gu ìre sàr obair agus càileachd anns na h-ealain a tha a' tighinn bho luchd-ealain agus luchd-obrach cruthachail
- Ag adhartachadh tuigse, spèis agus toil-inntinn air is ann an 'ealain air adhbharan ealain'
- A' toirt barrachd cothruim do dhaoine pàirt a ghabhail anns na h-ealain is cultar
- A' toirt gu buil agus a' soilleireachadh an luach agus a' bhuannachd a tha sna h-ealain agus cultar ann an Alba

- A' misneachadh agus a' toirt taic do dh'oidhirpean ealain agus cruthachail a tha a' cur ri tuigse air cultar nàiseanta na h-Alba
- A' bruidhinn às leth agus a' cur taic ris na tionnsgalan cruthachail
- A' misneachadh agus a' toirt taic do bhuidhnean le dleastanasan coltach ris mar a tha aig Alba Chruthachail

Bha buidseat luach £75,887,708 aig Alba Chruthachail airson 2011/12 le £50,433,708 a' tighinn mar Thabhartas Taice bho Riaghaltas na h-Alba agus £25,454,000 a' tighinn bhon Chrannchur Nàiseanta. Bidh Alba Chruthachail a' roinn airgead às leth a' Chrannchuir Nàiseanta.

Tha sreath de phrògraman tasgaidh againn far am faod buidhnean agus daoine fa leth iarrtasan a chur thugainn airson airgead-tasgaidh. Gheibhear fiosrachadh mionaideach agus stiùireadh airson nam prògraman sin aig [www.creativescotland.com/investment](http://www.creativescotland.com/investment)





Creative Scotland's engagement with Gaelic and Gaelic culture is already extensive and one purpose of this plan is to clarify that engagement. But we also recognise that Creative Scotland could be doing more to promote and support Gaelic language and culture and this plan also clarifies the nature of our future commitment.

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

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

In terms of investment and support; Creative Scotland invests significantly in organisations, artists, practitioners and projects that have Gaelic content or celebrate Gaelic Culture. These investments cover the artistic and geographical spectrum from festivals such as the Blas festival, Heb Celt and Celtic Connections, education programmes and organisations such as SABHAL MÒR OSTAIG and Fèis Rois, through to infrastructure

investment in arts centres like An Lanntair in Stornoway and the Scottish Storytelling Centre in Edinburgh. Creative Scotland also invests extensively in Gaelic language publication, literature and poetry (for example, the Gaelic Books Council), in Gaelic language theatre and in visual art influenced by Gaelic culture. Through our funding for film, we also support bilingual and Gaelic language film, an example being *Seachd*, *The Inaccessible Pinnacle*. We also work in partnership with MG ALBA and FilmG, developing Gaelic language broadcasting, TV and film.

In essence, Gaelic language and culture is already 'normalised' in terms of the arts and culture initiatives that Creative Scotland supports across Scotland and we are committed to continuing this investment.



**Seachd: The Inaccessible Pinnacle.**

An ìomhaigh le cead fialaidh Young Films.

**Seachd: The Inaccessible Pinnacle**

Image reproduced by kind permission of Young Films.

Tha Alba Chruthachail mu thràth gu mòr an sàs ann an cùisean Gàidhlig agus dualchas na Gàidhlig agus 's e aon rùn a tha aig a' phlana seo an ceangal sin a shoilleireachadh. Ach tha sinn a' tuigsinn cuideachd gum faodadh Alba Chruthachail barrachd a dhèanamh gus taic a thoirt dhan Ghàidhlig 's a dualchas agus iad sin adhartachadh agus tha am plana seo cuideachd a' dèanamh soilleir ar gealltanasan airson an ama ri teachd.

Tha a' Ghàidhlig, mar chànan agus mar bhuidhe chultarach, air a snìomh tro Ealain agus Chultar na h-Alba. San t-seagh sin, tha Alba Chruthachail a' toirt taic dhan Ghàidhlig ann an trì prìomh dhòighean:

- Maoineachadh agus taic
- Conaltradh
- Luchd-obrach, leasachadh agus trèanadh

A thaobh maoineachaidh agus taic, tha Alba Chruthachail a' cur airgead-seilbh nach beag ann am buidhnean, luchd-ealain, luchd-cruthachaidh agus pròiseactan le susbaint Ghàidhlig no a tha comharrachadh Dualchas na Gàidhlig.

Tha an t-airgead-seilbh sin a' còmhach raon farsaing de ealain air feadh na dùthcha leithid Fèis Bhlais, Heb Celt agus Celtic Connections, prògraman foghlaim agus buidhnean leithid SABHAL MÒR OSTAIG agus Fèis Rois, agus togalaichean cuideachd, le airgead ga thasgadh ann an ionadan ealain mar An Lanntair ann an Steòrnabhagh agus Ionad Beul-aithris na h-Alba ann an Dùn Èideann. Tha Alba Chruthachail cuideachd gu mòr a' cur airgead-seilbh ann am foillseachaidhean Gàidhlig, litreachas agus bàrdachd (mar eisimpleir, Comhairle nan Leabhraichean) ann an dràma Gàidhlig agus ann an ealain lèirsinneach a tha fo bhuidhe dualchas na Gàidhlig. Le ar taic-airgid do dh'fhilmichean, tha sinn cuideachd a' cumail taic ri filmichean dà-chànanach agus feadhainn sa Ghàidhlig fhèin, mar eisimpleir, *Seachd*, *The Inaccessible Pinnacle*.

Tha sinn cuideachd ag obair ann an compàirteachas le MG ALBA agus FilmG, a' dèanamh leasachadh air craoladh Gàidhlig, Telebhisean agus film.

Ann am facal, tha a' Ghàidhlig agus a dualchas mu thràth na nì 'àbhaisteach' nuair a tha sinn a' bruidhinn mu iomairtean ealain agus cultarach ris a bheil Alba Chruthachail a' cur taic air feadh Alba agus tha e na rùn againn cumail a' dol leis a' mhaoineachadh seo.

In terms of communications; Creative Scotland's brand guidelines are bilingual and our logo is also bilingual. This is not optional. We do not have different language 'versions' of our corporate identity. Our corporate identity is always in English and Gaelic. Similarly, all staff business cards, in-office signage, our Corporate Plan and other publications are also presented in both English and Gaelic. However, we recognise that there is much more we could be doing in terms of Gaelic and bilingual communications and this plan outlines those commitments.

Staffing, development and training regarding Gaelic language and cultural awareness is an area where the plan outlines some significant commitments. Currently, Creative Scotland employs a part-time Gaelic Arts Officer, a resource shared with Bòrd na Gàidhlig, and we are undertaking a programme of Gaelic awareness training for staff. There is more we can do in terms of increasing staff language skills and understanding of Gaelic and Gaelic culture and our commitments in this area are included in our plan.

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

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

- An Lanntair
- An Tobar
- Association of Scottish Literary Studies
- Eden Court Theatre
- Edinburgh International Book Festival
- Fèis Rois
- Fèisean nan Gaidheal
- Gaelic Books Council
- HI-Arts
- Horsecross Arts
- National Youth Choir of Scotland

- Pròiseact nan Ealan
- Scottish Book Trust
- Scottish Poetry Library
- Scottish Storytelling Forum
- Taigh Chearsabhagh Museum & Arts Centre
- Celtic Connections
- Centre for Contemporary Arts
- Edinburgh Unesco City of Literature
- Hebridean Celtic Festival Trust
- Playwrights Studio, Scotland
- Publishing Scotland
- StAnza: International Poetry Festival

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

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

Nuair a thig e gu conaltradh, tha na stiùiridhean-aithne aig Alba Chruthachail dà-chànanach agus tha an suaicheantas againn cuideachd dà-chànanach. Chan e roghainn a tha seo. Chan eil diofar 'sheòrsachan' againn de ar dearbh-aithne chorporra ann an diofar chànanan. Tha ar dearbh-aithne chorporra an-còmhnaidh ann am Beurla 's an Gàidhlig. Samhail sin, tha cairtean-ghnothaich luchd-obrach, soidhnichean ann an oifisean, am Plana Corporra againn agus foillseachaidhean eile uile ann am Beurla is an Gàidhlig. Gidheadh, tha sinn a' tuigsinn gu bheil cus a bharrachd a dh'fhaodamaid a dhèanamh a thaobh conaltradh Gàidhlig agus dà-chànanach agus tha am plana seo a' cur an cèill na gealltanasan sin.

Tha am plana a' cur an cèill gealltanasan cudromach a thaobh luchd-obrach, leasachadh agus trèanadh co-cheangailte ri Gàidhlig fhèin agus ri mothachadh cultarach. An-dràsta, tha Alba Chruthachail a' toirt obair do Oifigear Ealain Ghàidhlig pàirt-ùine, obair air a roinn le Bòrd na Gàidhlig, agus tha sinn a' gabhail os làimh prògram trèanadh dhan luchd-obrach a thaobh a bhith toirt mothachadh dhan Ghàidhlig.

Tha barrachd ann as urrainn dhuinn a dhèanamh airson sgilean cànan an

luchd-obrach againn a mheudachadh agus tuigse a thoirt dhaibh air Gàidhlig agus a dualchas agus tha ar rùintean a thaobh iad sin anns a' phlana.

Gu geàrr: tha Alba Chruthachail a' toirt làn thaic dhan Ghàidhlig mar chùis a tha ro chudromach do bheatha chultarach na h-Alba agus tha e nar rùn cumail a' dol a' leudachaidh ar taic leis na gealltanasan gnìomha a tha air an cur sìos anns an earrainn a leanas den phlana seo.

**Eisimpleirean de na buidhnean, a tha a' faighinn taic-airgid bho Alba Chruthachail, a bhios a' libhrigeadh nan ealain Gàidhlig agus a' toirt taic dhan chànan 's dhan chultar:**

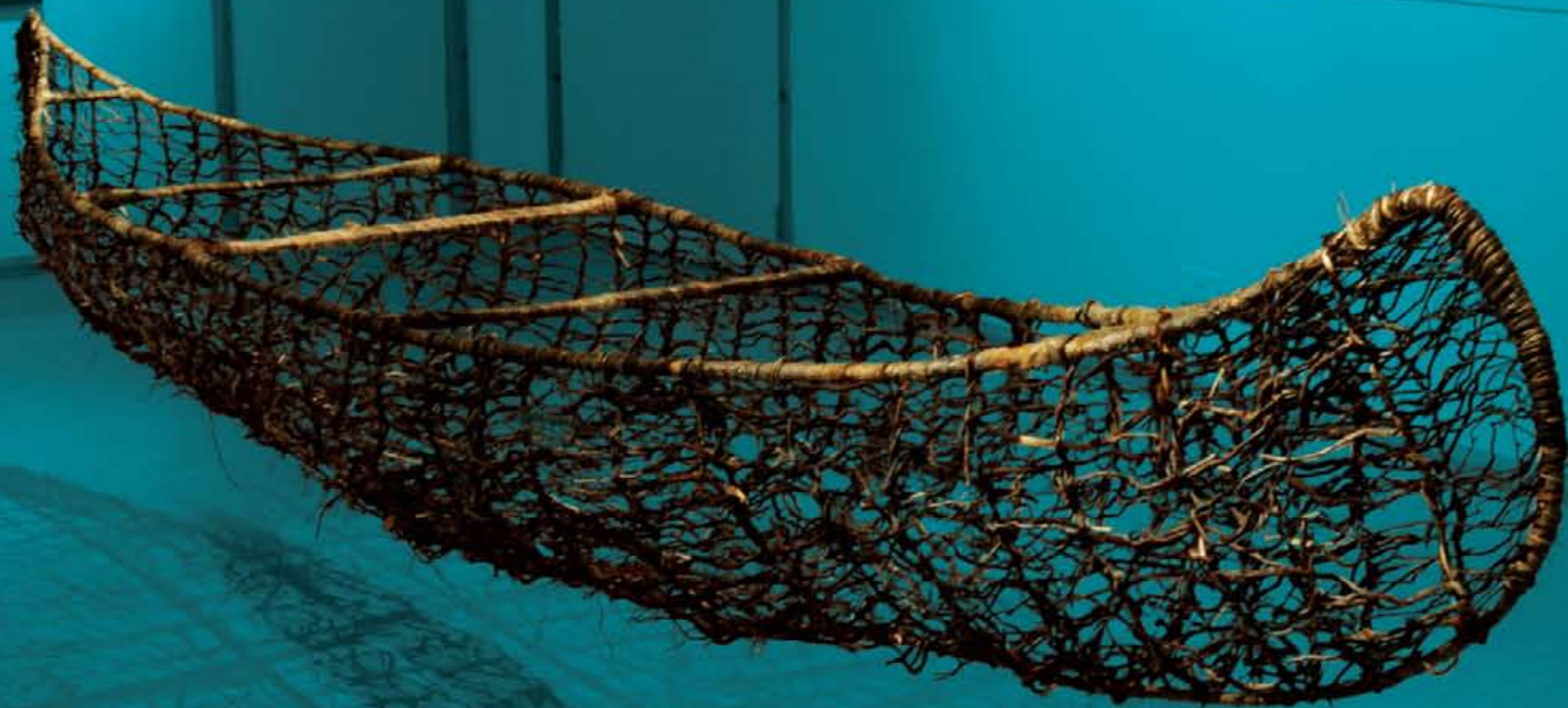
- An Lanntair
- An Tobar
- Comann Eòlas Litreachas na h-Alba
- Taigh-cluiche Eden Court
- Fèis Leabhraichean Eadar-nàiseanta Dhùn Èideann
- Fèis Rois
- Fèisean nan Gaidheal
- Comhairle nan Leabhraichean
- HI-Arts
- Horsecross Arts
- Còisir-òigridh Nàiseanta na h-Alba
- Pròiseact nan Ealan
- Urras Leabhraichean na h-Alba
- Leabharlann-bàrdachd na h-Alba
- Fòram-Seanchais na h-Alba

- Taigh Chearsabhagh, Taigh-tasgaidh agus Ionad Ealain
- Celtic Connections
- Ionad nan Nuadh Ealain
- Dùn Èideann, Baile Litreachais Unesco
- Urras Fèis Cheilteach Innse Gall
- Stiùidio Sgrìobhaichean Dràma, Alba
- Foillseachadh na h-Alba
- StAnza: Fèis Bhàrdachd Eadar-nàiseanta

San Dàmhair 2011, rinn Alba Chruthachail rannsachadh air na tha ann de sgilean Gàidhlig taobh a-staigh na buidhne. Sheall an rannsachadh, a-mach às an 98 luchd-obrach aig Alba Chruthachail agus naoinear bhall a' Bhùird den deach faighneachd, gun robh naoinear luchd-obrach (11.7%) ag innse gun robh 'sgilean Gàidhlig air choreigin' aca agus aon neach-obrach ann a bha fileanta, is e sin, comasach air Gàidhlig a bhruidhinn, a leughadh agus a sgrìobhadh.

Thuir 50% den luchd-obrach gun robh iad miannach air Gàidhlig ionnsachadh. Tha an rannsachadh seo a' stiùireadh ar gealltanasan gus trèanadh cànan Gàidhlig a libhrigeadh dhan luchd-obrach againn, mar a tha e air a mhineachadh nas fhaide air adhart sa phlana seo ann an earrainn 4.5.1.





**Soitheach le Chris Drury,  
Taigh-tasgaidh & Ionad-ealain  
Chearsabhagh, Uibhist a Tuath, 2010.**

An ìomhaigh le cead fialaidh  
Taigh-tasgaidh & Ionad-ealain  
Chearsabhagh, Uibhist a Tuath.

**Vessel by Chris Drury,  
Taigh Chearsabhagh Museum  
& Arts Centre, North Uist, 2010.**

Image reproduced by kind permission  
of Taigh Chearsabhagh Museum  
& Arts Centre, North Uist.



PRÌOMH GHEALLTANASAN

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

CORE COMMITMENTS

**“CREATIVE SCOTLAND’S ROLE IS TO INVEST IN QUALITY ARTS AND TALENT ACROSS ALL ART FORMS AND ACROSS ALL OF SCOTLAND.”**



## CORE COMMITMENTS

In its statutory Guidance on the Development of Gaelic Language Plans, Bòrd na Gàidhlig identifies four core areas of service delivery that it recommends public bodies address when preparing Gaelic Language Plans, namely:

- **Identity**
  - Corporate Identity
  - Signage
- **Communications**
  - Reception
  - Telephone
  - Mail and e-mail
  - Forms
  - Public Meetings
  - Complaints procedures
- **Publications**
  - Public relations and media
  - Printed material
  - Websites
  - Exhibitions

- **Staffing**
  - Training
  - Language learning
  - Recruitment
  - Advertising

For the purposes of better reflecting the work of Creative Scotland, we have adapted these areas for our Plan as follows:

- **Identity**
  - Corporate identity
  - Signage
- **Communications**
  - Media and public relations
  - Reception/Telephone
  - Mail and e-mail
  - Forms, applications and agreements
  - Events
  - Publications
- **Web-sites and on-line**

- **Staffing**
  - Training and language learning
  - Recruitment and recruitment advertising
- **Investment**
  - Supporting Gaelic through our investments

This last area is a key commitment for Creative Scotland in the broader context of investing in, being an advocate for and promoting Scotland's arts and culture in Scotland and internationally.

This section of the plan will detail our core commitments and each commitment is structured as follows:

- **Current practice**
- **Areas for development**
- **Targets**
- **Timescale**
- **Lead officer/team**

## PRÌOMH GHEALLTANASAN

Anns an Stiùireadh reachdail aca airson Planaichean Gàidhlig Ullachadh, tha Bòrd na Gàidhlig a' comharrachadh ceithir phrìomh raointean de libhrigeadh sheirbheisean a tha iad a' moladh do bhuidhnean poblach bhith aireil air nuair a tha iad a' deasachadh nam planaichean Gàidhlig aca, 's iad sin:

- **Dearbh-aithne**
  - Dearbh-aithne Chorporra
  - Soidhnichean
- **Conaltraidhean**
  - Fàilteachadh
  - Am Fòn
  - Post agus post-dealain
  - Foirmichean
  - Coinneamhan Poblach
  - Làimhseachadh Ghearanan
- **Foillseachadh**
  - Dàimh poblach agus na meadhanan
  - Stuth ann an clò
  - Làraichean-lìn
  - Taisbeanaidhean

- **Luchd-obrach**
  - Trèanadh
  - Ionnsachadh cànan
  - Fastadh luchd-obrach
  - Sanasachd

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

- **Dearbh-aithne**
  - Dearbh-aithne chorporra
  - Soidhnichean
- **Conaltradh**
  - Na meadhanan agus dàimh poblach
  - Fàilteachadh/Fòn
  - Post agus post-dealain
  - Foirmichean, iarrtasan agus aontan
  - Tachartasan
  - Stuthan foillsichte
- **Làraichean-lìn agus air-loidhne**

- **Luchd-obrach**
  - Trèanadh agus ionnsachadh cànan
  - Fastadh luchd-obrach agus sanasan obrach
- **Ionmhas-tasgaidh**
  - A' cur taic ris a' Ghaidhlig le ar n-obair-tasgaidh

Tha an raon mu dheireadh seo na phrìomh rùn do dh'Alba Chruthachail ann an co-theacs nas fharsainge, 's e sin ann a bhith a' cur ionmhas-tasgaidh ri, a' dèanamh tagradh às leth agus a' cur air adhart ealain agus cultar na h-Alba ann an Alba agus gu h-eadar-nàiseanta.

Tha an earrainn seo den phlana ag innse ar prìomh ghealltanasan gu mionaideach agus tha gach gealltanas air an cur sìos mar a leanas:

- **Cleachdadh làithreach**
- **Raointean leasachaidh**
- **Targaidean**
- **Raon-ama**
- **Ceann oifigear/sgioba**

## IDENTITY

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

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

- **Areas for development:** Ensure that all organisations benefitting from Creative Scotland funding, recognise this funding by incorporating the most up to date version of our logo, which is bilingual.
- **Targets:** All organisations benefitting from Creative Scotland funding to be using the bilingual logo in all materials.
- **Timescale:** by Q4 2012/13.
- **Lead officer/team:** Creative Scotland Communications.



ALBA | CHRUTHACHAIL

## DEARBH-AITHNE

Tha Alba Chruthachail mothachail nuair a tha a' Ghàidhlig na pàirt der n-aithne chorporra gu bheil sin, chan e a-mhàin a' cur ri follaiseachd na Gàidhlig mar chànan anns a' bheatha phoblach, ach gu bheil e ag àrdachadh a h-inbhe, a' cur ri luach a' chànan agus spèis dhi 's a' toirt aithne do dhaoine oirre.

- **Cleachdadh Làithreach:** Tha aon suaicheantas aig Alba Chruthachail agus tha e dà-chànanach, Beurla agus Gàidhlig. 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 rim faotainn gu furasta air an làrach-lìn againn. Tha an suaicheantas seo air a chleachdadh air stuthan corporra, soidhnichean agus cinn-litreach uile, 's msaa agus 's e pàirt de chùmhnannt taic-airgid Alba Chruthachail gun toir an fheadhainn a tha faighinn taic aithne don taic sin le bhith a' cur ar suaicheantais gu feum anns na stuthan corporra agus follaiseachaidh aca.

- **Raointean leasachaidh:** Dèan cinnteach gu bheil gach buidheann a tha a' faighinn buannachd à taic-airgid Alba Chruthachail a' toirt aithne dhan mhaoineachadh sin le bhith cur gu feum an seòrsa as ùire den t-suaicheantas againn, a tha dà-chànanach.
- **Targaidean:** Gum bi gach buidheann a tha a' faighinn buannachd à taic-airgid Alba Chruthachail a' cleachdadh an t-suaicheantais dhà-cànanaich air a h-uile stuth.
- **Raon-ama:** ann an R4 2012/13.
- **Ceann oifigear/sgioaba:** Conaltadh Alba Chruthachail.



ALBA | CHRUTHACHAIL



## SIGNAGE

- **Current Practice:** Creative Scotland has two offices, our headquarters at Waverley Gate in Edinburgh and a smaller office in Glasgow. Both offices have bilingual signage and corporate branding already in place, with fully bilingual signage in Edinburgh and partially bilingual signage in Glasgow.
- **Areas for Development:** Ensure that both Creative Scotland offices incorporate fully bilingual signage.
- **Target:** as above.
- **Timescale:** by Q4 2012/13.
- **Lead officer/team:** Creative Scotland Office Services.

## SOIDHNICHEAN

- **Cleachdadh Làithreach:** Tha dà oifis aig Alba Chruthachail, ar Prìomh Oifis aig Geata Waverley ann an Dùn Èideann agus oifis nas lugha ann an Glaschu. Tha soidhnichean dà-chànanach agus suaicheantas corporra suas mu thràth aig an dà oifis sin, le soidhnichean gu h-iomlan dà-chànanach ann an Dùn Èideann agus pàirt dà-chànanach ann an Glaschu.
- **Raointean Leasachaidh:** Dèan cinnteach gu bheil soidhnichean san dà oifis aig Alba Chruthachail gu h-iomlan dà-chànanach.
- **Targaid:** mar a tha gu h-àrd.
- **Raon-ama:** ann an R4 2012/13.
- **Ceann oifigear/sgioba:** Seirbheisean Oifis Alba Chruthachail.



## COMMUNICATIONS

We recognise the importance of ‘normalising’ the use of Gaelic in our communications activity by creating opportunities for the practical use of the language in a wide range of operational situations. As such, we are committed to increasing our practical use of Gaelic in both our formal and informal communications.

## MEDIA AND PUBLIC RELATIONS

Creative Scotland engages with the media, nationally and internationally, on a daily basis through news releases, media launches, on-line and social media activity. This is a very active area of communications activity. Currently, all media engagement is conducted in English, regardless of content, however, we recognise the benefit of offering a Gaelic media service in order to both communicate effectively with Gaelic speakers and also to support and promote active, daily use of the language.

- **Current practice:** No Gaelic language media provision.
- **Areas for development:** We will ensure we have a communications resource to provide media releases in Gaelic, on-line content and deal directly with Gaelic media. Ensure that Creative Scotland has the capacity to provide news and media releases in Gaelic, to provide a Gaelic speaker for media interviews, lead on Gaelic content provision through our web-site and other on-line activity and lead on Gaelic content in other communications media (e.g. publications and advertising).
- **Target:** Agree scope and job specification for full or shared Gaelic Communications Officer and recruit the post in order to provide appropriate Gaelic media and communications for Creative Scotland.
- **Timescale:** By end Q3 2012/13.
- **Lead officer/team:** Creative Scotland Communications.

## CONALTRADH

Tha sinn a’ toirt fa-near cho cudromach ‘s a tha e bhith dèanamh ‘àbhaisteach’ cleachdadh Gàidhlig nar n-obair chonaltraidh le bhith a’ cruthachadh chothroman an cànan a chur gu feum practaigeach ann an raon farsaing de shuidheachaidhean gnìomhach. Thoradh sin, tha sinn a’ rùnachadh leudachadh a dhèanamh air an fheum phractaigeach a tha sinn a’ dèanamh de Ghàidhlig an dà chuid ann an conaltradh foirmeil agus neo-foirmeil.

## NA MEADHANAN IS DÀIMH POBLACH

Tha Alba Chruthachail a’ dèiligeadh ris na meadhanan, gu nàiseanta ‘s gu h-eadar-nàiseanta, air stèidh làitheil le brathan-naidheachd, foillseachaidhean leis na meadhanan, gnìomhan air-loidhne agus sna meadhanan sòisealta. ‘S e roinn-gnìomha chonaltraidh gu math trang a tha seo. An-dràsta, ‘s ann tron Bheurla a-mhàin a tha sinn a’ dèiligeadh ris na meadhanan, gun ghuth air susbaint, gidheadh, tha sinn a’ tuigsinn a’ bhuannachd a bhiodh ann seirbheis mheadhanan tron Ghàidhlig a thabhann an dà chuid gus conaltradh èifeachdach a bhith

againn le luchd-labhairt na Gàidhlig agus cuideachd airson taic agus adhartas a thoirt air an cànan a chur gu feum gu gnìomhach agus gu làitheil.

- **Cleachdadh Làithreach:** Chan eilear a’ solarachadh seirbheis Ghàidhlig do na meadhanan.
- **Raointean leasachaidh:** Nì sinn cinnteach gu bheil goireas a thaobh chonaltraidh againn gus brathan-naidheachd a libhrigeadh do na meadhanan ann an Gàidhlig, cho math ri stuthan air-loidhne, ‘s a’ dol gu dìreach gu na meadhanan Gàidhlig. Dèan cinnteach gu bheil an comas aig Alba Chruthachail brathan-naidheachd agus fiosrachadh a sholarachadh ann an Gàidhlig, gum bi neach-labhairt Gàidhlig ann airson agallamh leis na meadhanan, bhith aig tùs gnothaich le susbaint Ghàidhlig air ar làrach-lìn agus gnìomhan air-loidhne eile agus a bhith aig tùs gnothaich le susbaint Ghàidhlig ann am meadhanan chonaltraidh eile (m.e. foillseachadh agus sanasachd).

- **Targaid:** Aontaich raon agus cunntas-obrach airson Oifigeir Chonaltraidh Gàidhlig, làn-ùine no air a roinn, agus fastaidh neach dhan dreuchd los conaltradh Gàidhlig iomchaidh do na meadhanan a sholarachadh às leth Alba Chruthachail.
- **Raona-ama:** ro dheireadh R3 2012/13.
- **Ceann oifigeir/sgioaba:** Conaltradh Alba Chruthachail.



## RECEPTION/TELEPHONE

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

### Reul-a-Chuain

Dealbh peant-uisge le cead fialaidh Iseabail Mhoirich.

### Ocean Star

Watercolour reproduced by kind permission of Ishbel Murray.

## FÀILTEACHADH/FÒN

- **Cleachdadh Làithreach:** Tha an-dràsta dà ionad-fàilte againn, ann an Glaschu is Dùn Èideann. Chan eil aig an àm seo stiùireadh ann do luchd-obrach aig na h-ionadan-fàilte a thaobh dèiligeadh ri ceistean ann an Gàidhlig, agus chan eil luchd-obrach le Gàidhlig againn saor airson obair fàilteachaidh. Chan eil teachdaireachdan fàilte rim faotainn sa Ghàidhlig.
- **Raointean leasachaidh:** Bidh stiùireadh air ullachadh do luchd-obrach ionadan-fàilte air mar a dhèiligeas iad ri ceistean, ceistean-fòn, 's msaa, bho luchd-labhairt na Gàidhlig. Gheibh luchd-obrach ionadan-fàilte trèanadh ann a bhith mothachail air Gàidhlig. Dèan ath-sgrùdadh air teachdaireachdan fàilte agus thoir roghainn Ghàidhlig gu buil.
- **Targaidean:** Ullaich stiùireadh dhan luchd-fàilteachaidh. Libhrig trèanadh ann a bhith mothachail air Gàidhlig do luchd-obrach ionadan-fàilte (mar phàirt de gach trèanadh a gheibh luchd-obrach ann a bhith mothachail). Thoir cead do luchd-fàilteachaidh aig a bheil ùidh ann an Gàidhlig an cànan ionnsachadh ma tha iad miannach air sin. Thoir cothom bruidhinn ri neach-obrach le Gàidhlig ma tha sin a dhìth. Ullaich teachdaireachd fàilte Ghàidhlig mar roghainn do dhaoine tha fònadh.
- **Raon-ama:** ann an R4 2012/13.
- **Ceann oifigear/sgioba:** GD Alba Chruthachail, Conaltradh agus Seirbheisean Oifis.



### MAIL AND E-MAIL

- **Current practice:** Currently, any Gaelic enquiries are responded to in Gaelic but we do not actively promote the option to communicate with us in Gaelic so such contact is minimal. We do not include Gaelic in e-mail signatures or disclaimers.
- **Areas for development:** We will continue to accept communications in Gaelic. We will continue to reply in Gaelic to communications received in the language. We will encourage Gaelic speakers to communicate with us in Gaelic if that is their preferred option. We will introduce bilingual e-mail signatures and disclaimers.
- **Targets:** Monitor the number of communications received in Gaelic. Promote our acceptance of communications in Gaelic if that is the preferred option. Ensure that Creative Scotland e-mails carry bilingual signatures and disclaimers.
- **Timescale:** By Q3 2012/13.
- **Lead officer/team:** Creative Scotland IT and Communications.

### POST AGUS POST-D

- **Cleachdadh Làithreach:** An-dràsta, bidh ceistean a gheibhear sa Ghàidhlig air am freagairt sa Ghàidhlig ach chan eil sinn gu gnìomhach a' cur air adhart na roghainn a bhith a' conaltradh rinn sa Ghàidhlig 's mar sin 's e glè bheag tha tachairt. Cha bhi Gàidhlig againn ann an ainmeachaidhean-sgrìobhte no àicheidhean phost-d.
- **Raointean leasachaidh:** Cumaidh sinn oirnn a' gabhail ri conaltraidhean sa Ghàidhlig. Cumaidh sinn oirnn a' freagairt ann an Gàidhlig conaltraidhean a gheibh sinn sa chànan. Misnichidh sinn luchd-labhairt na Gàidhlig conaltradh rinn sa Ghàidhlig mas e sin an roghainn. Bidh sinn a' toirt a-steach ainmeachaidhean-sgrìobhte agus àicheidhean dà-chànanach.
- **Targaidean:** Cùm sùil air na tha sinn a' faighinn de chonaltraidhean sa Ghàidhlig. Foillsich ar n-aonta conaltraidhean fhaighinn sa Ghàidhlig mas e sin a thathas ag iarraidh. Dèan cinnteach gu bheil puist-d bho Alba Chruthachail a' giùlan ainmeachaidhean-sgrìobhte agus àicheidhean dà-chànanach.
- **Raon-ama:** ann an R3 2012/13.
- **Ceann ofigear/sgioba:** IT Alba Chruthachail agus Conaltradh.



## FORMS, APPLICATIONS AND AGREEMENTS

A significant part of Creative Scotland's interaction with our customers and stakeholders takes the form of applications for investment through our investment programmes. As such, communications through forms, applications, agreements, etc. is a key way in which our audiences experience dealing with Creative Scotland.

- **Current practice:** In our Corporate Plan, we currently state that "certain publications can be made available in Gaelic".
- **Areas for development:** We will continue to offer all corporate publications in Gaelic and will increase this commitment to include applications for investment and associated forms, letters of agreement and any other forms or notifications. We will also make a clear statement on our web-site that we will accept forms and communications in Gaelic.

- **Targets:** All forms, applications and agreements available in Gaelic. Statement on web-site and in Corporate Plan. Bilingual versions of all form templates available.
- **Timescale:** By Q2 2013/14.
- **Lead officer/team:** Creative Scotland Communications and Business Affairs.

## FOIRMICHEAN, IARRTASAN AGUS AONTAN

Tha iarrtasan airson airgead-tasgaidh tro na prògraman tasgaidh againn nam pàirt chudromach den chonaltadh a tha aig Alba Chruthachail ri ar luchd-ceannaich is luchd-seilbh. San dòigh sin, tha conaltradh tro fhoirmichean, iarrtasan, aontan, 's msaa, na phrìomh mhodh anns a bheil ar luchd-cleachdaidh a' faighinn eòlas air dèiligeadh ri Alba Chruthachail.

- **Cleachdadh Làithreach:** Sa Phlana Chorporra againn, tha sinn an-dràsta ag ràdh "gum faighear cuid de dh'fhoillseachaidhean ann an Gàidhlig".
- **Raointean Leasachaidh:** Cumaidh sinn oirnn a' tabhann a h-uile foillseachadh corporra ann an Gàidhlig agus leudaichidh sinn an gealltanas seo gu gabhail a-steach iarrtasan airson airgead-tasgaidh agus foirmichean co-cheangailte, litrichean aonta agus foirmichean sam bith eile agus brathan-innse. Nì sinn aithris shoilleir cuideachd air an làrach-lìn againn gun gabh sin ri foirmichean agus conaltradh sa Ghàidhlig.

- **Targaidean:** Foirmichean, iarrtasan agus aontan uile rim faotainn sa Ghàidhlig. Aithris air an làrach-lìn againn agus sa Phlana Chorporra. Tionndaidhean dà-chànanach den a h-uile bun-dhreach rim faotainn.
- **Raon-ama:** ann an R2 2013/14.
- **Ceann oifigear/sgioaba:** Conaltradh Alba Chruthachail agus Cùisean Gnothachais.

## EVENTS

Creative Scotland has a dedicated resource for events, a dedicated events space at our headquarters and we run a range of events for staff, stakeholders and the arts and culture sector throughout the year on a range of subjects and for a range of purposes. Some of these take place in our dedicated events space while others take place at venues around the country in the form of receptions, roadshows, launches, workshops, etc.

- **Current Practice:** There is no formal policy for the role of Gaelic in our events programme, however, all events are fully branded using our logo that is bilingual.
- **Areas for development:** Increase the potential for Gaelic use at events, for example, by including some Gaelic in presentations as appropriate, in speeches, and in corporate event materials (particularly in parts of the country where Gaelic is more widely spoken). Consider Gaelic arts focussed events as part of our annual programme.

- **Targets:** Ensure Gaelic is higher profile on events materials (banners, leaflets, presentations, etc.). Identify key Gaelic phrases for use in speeches and presentations by key Creative Scotland staff and deliver training to support this. Identify events within the programme that are more appropriate for Gaelic content (by subject and by geography). Build good Gaelic practice into Creative Scotland's events strategy.
- **Timescale:** Events strategy by end Q3 2012/13.
- **Lead officer/team:** Creative Scotland Communications.

## TACHARTASAN

Tha stòras fa leth aig Alba Chruthachail airson tachartasan, le àite fa leth do thachartasan nar prìomh oifis agus bidh sinn a' ruith sreath de thachartasan dhan luchd-obrach, luchd-seilbh agus roinn nan ealain agus cultair air feadh na bliadhna airson iomadh cuspair agus iomadh adhbhar. Tachraidh cuid dhiubh sin san àite fa leth a tha againn airson tachartasan agus cuid eile ann an ionadan air feadh na dùthcha mar choinneamhan fàilteachaidh, cuirm-chluichean air chuairt, foillseachaidhean, bùthan-obrach, 's msaa.

- **Cleachdadh Làithreach:** Chan eil poileasaidh foirmeil ann airson a' phàirt a tha aig Gàidhlig nar prògram thachartasan, gidheadh, tha ar tachartasan uile air an làn-chomharrachadh a' cleachdadh an t-suaicheantais dà-chànanaich againn.
- **Raointean Leasachaidh:** Cuir ris na dh'fhaodadh a bhith de Ghàidhlig aig tachartasan, mar eisimpleir, le bhith a' gabhail a-steach Gàidhlig ann an taisbeanaidhean far a bheil e iomchaidh, ann an òraidean, agus

ann an stuthan airson tachartasan corporra (gu h-àraidh ann an ceàrnan den dùthaich far a bheil barrachd Gàidhlig ga bruidhinn). Smaoinich air tachartasan le fòcas air ealain Ghàidhlig mar phàirt den phrògram bhliadhnail againn.

- **Targaidean:** Dèan cinnteach gu bheil a' Ghàidhlig nas follaisiche air stuthan airson tachartasan (brataichean, bileagan, taisbeanaidhean, 's msaa). Sònraich abairtean Gàidhlig cudromach airson an cleachdadh ann an òraidean agus taisbeanaidhean le luchd-obrach Alba Chruthachail agus libhrig trèanadh airson taic a thoirt dha seo. Comharraich tachartasan taobh a-staigh a' phrògram a tha nas iomchaidhe airson Gàidhlig a bhith annta (a rèir chuspair agus ceàrnaidh dùthcha). Sniomh deagh chleachdadh a thaobh na Gàidhlig a-steach do ro-innleachd thachartasan Alba Chruthachail.
- **Raon-ama:** Ro-innleachd thachartasan ro dheireadh R3 2012/13.
- **Ceann oifigear/sgioba:** Conaltradh Alba Chruthachail.





## PUBLICATIONS

Creative Scotland produces many publications from a Corporate perspective, but also in partnership with other suppliers and organisations. We fully understand the role that printed materials can play in the development and support of Gaelic in terms of visibility, understanding and appreciation. It also highlights Creative Scotland's support for the language, which we are committed to.

Through our investment, we are significant supporters of Gaelic publishing through activity such as the Gaelic Books Council and our financial support for the growing number of book festivals that take place around Scotland every year. Many book festivals already include Gaelic language and Gaelic writers as part of their programme and we will continue to work with these festivals to ensure this work continues and develops further.

For the purposes of this section of the plan, we will focus on our printed corporate publications.

- **Current practice:** Some of our corporate publications are produced in Gaelic on request (e.g. our Corporate Plan) while others are produced bilingually (e.g. our 2012 Year of Creative Scotland calendar), however, there is no formal policy in place regarding Gaelic and our corporate publications, including surveys and research.
- **Areas for development:** Develop a policy and guidelines for producing Gaelic and bilingual publications with the aim of producing all Creative Scotland corporate publications and printed materials bilingually, including surveys and research. Explore the development of Gaelic and the Arts publications (or on-line materials) that look at the connection between Gaelic and the arts and culture of Scotland.

Continue to develop bilingual publications in partnership with other organisations and stakeholders.

- **Targets:** All corporate publications produced bilingually. Guidelines for Gaelic publication developed and communicated internally and externally. Feasibility of Gaelic and the Arts publications explored.
- **Timescale:** Guidelines in place by Q3 2012/13 and implemented through the update of Creative Scotland's Corporate Plan. All corporate publications produced bilingually by Q4 2013/14.
- **Lead officer/team:** Creative Scotland Communications.

## FOILLSEACHAIDHEAN

Tha Alba Chruthachail a' cur iomadh foillseachadh an clò bho shealladh Corporra, ach cuideachd ann an compàirteachas le solaraichean agus buidhnean eile. Tha tuigse mhath againn air a' phàirt a dh'fhaodas a bhith aig stuthan foillsichte ann an leasachadh agus taic dhan Ghàidhlig nuair a thig e gu follaiseachd, tuigse agus spèis. Tha e cuideachd a' cur cuideam air taic Alba Chruthachail dhan chànan, cùis dha bheil ar gealladh.

Le ar n-ionmhas-tasgaidh, tha sinn nar mòr luchd-taic do dh'fhoillseachadh sa Ghàidhlig tro ghnìomhan mar taic do Chomhairle nan Leabhraichean agus ar taic-airgid do na Fèisean Leabhraichean air a bheil fàs a' tighinn agus a tha a' tachairt air feadh Alba gach bliadhna. Tha a' Ghàidhlig agus sgrìobhadairean Gàidhlig mu thràth nam pàirt de phrògraman nam Fèis Leabhraichean agus cumaidh sinn ag obair leis na fèisean sin airson dèanamh cinnteach gun cùm an obair seo a' dol agus gun cùm e a' fàs.

Airson amasan na h-earrainn seo den phlana, bidh ar fòcas air na foillseachaidhean corporra againn a tha sinn a' cur an clò.

- **Cleachdadh Làithreach:** Tha cuid der foillseachaidhean corporra air an cur ann an Gàidhlig ma thèid sin iarraidh (e.g. ar Plana Corporra) agus feadhainn eile a' tighinn a-mach gu dà-chànanach (m.e. mìosachan 2012 Bliadhna Alba Chruthachail), gidheadh, chan eil poileasaidh foirmeil ann a thaobh na Gàidhlig agus ar foillseachaidhean corporra, a' gabhail a-steach rannsachadh agus sgrùdaidhean.
- **Raointean Leasachaidh:** Cruthaich poileasaidh agus stiùireadh airson a bhith a' foillseachadh stuthan Gàidhlig agus dà-chànanach le amas a h-uile foillseachadh corporra agus stuthan clò-bhuailte a thig bho Alba Chruthachail a bhith dà-chànanach, a' gabhail a-steach rannsachadh agus sgrùdaidhean. Rannsaich a bhith a' cruthachadh foillseachaidhean 'Gàidhlig sna h-ealain' (no stuthan air-loidhne) a tha a' toirt sùil air a' cheangal a tha eadar Gàidhlig agus ealain is cultar na h-Alba.
- **Cùm a' toirt foillseachaidhean dà-chànanach air adhart ann an compàirteachas le buidhnean eile agus luchd-seilbh.**
- **Targaidean:** Bidh a h-uile foillseachadh corporra air an dèanamh gu dà-chànanach. Stiùiridhean airson foillseachadh sa Ghàidhlig air an toirt gu buil agus gan sgaoileadh taobh a-staigh Alba Chruthachail agus a-muigh.
- **Raon-ama:** Stiùiridhean am follais ann an R3 2012/13 agus air an toirt gu buil nuair a thèid Plana Corporra Alba Chruthachail ath-ùrachadh. Foillseachaidhean corporra uile air an dèanamh gu dà-chànanach ann an R4 2013/14.
- **Ceann oifigear/sgìoba:** Conaltradh Alba Chruthachail.

## WEB-SITE AND ON-LINE

Creative Scotland is very active on-line. We have a corporate web-site which attracts more than 100,000 unique users every month, accessing the site for information on what's happening in arts and culture in Scotland, on investments and funding, on job opportunities in the sector and on information on Creative Scotland. We also have a number of satellite web sites, one of which focuses on Gaelic arts (see [www.ealainghaidhlig.com](http://www.ealainghaidhlig.com)) and we also support through investment other on-line resources for Gaelic and Gaelic arts (for example: [www.gaelic-arts.com](http://www.gaelic-arts.com)). We are committed to providing both Gaelic access through our on-line communications as well as promoting both the language and the culture through our digital communications.

We are also active in the social media space and utilise both Twitter and Facebook for communications with followers on a daily basis.

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

- **Current practice:** Although we either provide or support significant amounts of Gaelic content and activity on-line, we do not have a policy for on-line Gaelic communications.
- **Areas for development:** We will produce a clear one-line communications policy for Gaelic for our corporate web-site and other satellite web-sites that we control. We will aim to provide key content in bilingual format with a longer-term aim to provide all on-line content bilingually.
- **Targets:** Gaelic policy for Creative Scotland web and on-line communications developed. All on-line content provided bilingually.

- **Timescale:** Gaelic policy for web by Q3 2012/13. All content bilingual by end Q4 2013/14.
- **Lead officer/team:** Creative Scotland Communications.

## AN LARACH-LÌN AGUS AIR-LOIDHNE

Tha Alba Chruthachail glè dhripeil air-loidhne. Tha làrach-lìn corporra againn a tha a' tàladh barrachd air 100,000 luchd-cleachdaidh ùra gach mìos, a' tighinn chun làraich-lìn airson fios mu dè tha tachairt a thaobh nan ealain agus cultar ann an Alba, mu airgead-tasgaidh agus maoineachadh, mu chothroman obrach san roinn agus mu Alba Chruthachail fhèin. Tha cuideachd àireamh de làraichean-lìn ceangailte rinn, aon a tha a' cur cuideam air na h-ealain Ghàidhlig (faic [www.ealainghaidhlig.com](http://www.ealainghaidhlig.com)) agus tro airgead-seilbh tha sinn cuideachd a' toirt taic do stòrasan air-loidhne eile airson na Gàidhlig agus ealain Ghàidhlig (m.e. [www.gaelic-arts.com](http://www.gaelic-arts.com)). Tha e na rùn dhuinn a bhith a' tabhann doras dhan Ghàidhlig nar conaltraidhean air-loidhne cho math ri bhith cur air adhart an dà chuid an cànan agus an cultar leis na conaltraidhean didseatach againn.

Tha sinn cuideachd gnìomhach ann an raon nam meadhanan sòisealta agus tha sinn a' cur Twitter agus Facebook gu feum ann an conaltraidhean ler luchd-leantainn gu làitheil.

Tha Alba Chruthachail cuideachd, aig an àm seo, a' dèanamh measadh agus ùrachadh air susbaint na tha againn air an Lìon agus mar a tha sinn a' dèiligeadh ri conaltraidhean air-loidhne agus meadhanan sòisealta. Cumaidh seo a' dol tro 2012/13.

- **Cleachdadh Làithreach:** Ged a tha sinn a' libhrigeadh no a' toirt taic do chuibhreann mhath de stuthan Gàidhlig agus gnìomhan air-loidhne, chan eil poileasaidh againn airson conaltradh Gàidhlig air-loidhne.
- **Raointean Leasachaidh:** Cruthaichidh sinn poileasaidh conaltraidh soilleir air-loidhne dhan Ghàidhlig airson ar làrach-lìn corporra agus làraichean-lìn ceangailte air a bheil smachd againn. Bidh e na amas dhuinn an t-susbaint as cudromaiche a bhith ann an riochd dà-chànanach le amas ann an ùine nas fhaide gum bi an t-susbaint air-loidhne uile dà-chànanach.
- **Targaidean:** Gum bi poileasaidh Gàidhlig air a thoirt gu ìre do dh'Alba Chruthachail airson conaltradh lìn agus air-loidhne. Gum bi gach susbaint air-loidhne dà-chànanach.

- **Raon-ama:** Poileasaidh Gàidhlig dhan lìon ann an R3 2012/13. Gach susbaint dà-chànanach ro dheireadh R4 2013/14.
- **Ceann oifigear/sgioba:** Conaltradh Alba Chruthachail.



## STAFFING

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

We understand that the provision of language learning for staff helps to promote adult Gaelic learning as well as promoting and demonstrating Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a required skill contributes greatly to the status of the language and to identifying it as a positive skill to acquire.

Creative Scotland currently employs a part-time (0.5 FTE) Gaelic Arts officer as a shared resource with Bòrd na Gàidhlig, we support Gaelic learning for staff and also run a programme of Gaelic awareness sessions.

## TRAINING AND LANGUAGE LEARNING

- **Current practice:** Creative Scotland supports Gaelic learning for staff that wish to learn the language and we are running a series of Gaelic awareness sessions for all staff.
- **Areas for development:** Prioritise training for those staff who have regular contact with the public or who might deal with Gaelic speakers as part of their daily work. Make training available and promote Gaelic learning for all staff. Continue to deliver a programme of Gaelic awareness training. We will monitor and report annually to Bòrd na Gàidhlig on the progress of Gaelic learning at Creative Scotland.
- **Targets:** Identify members of staff for whom Gaelic language training would be appropriate and necessary. Identify training options and make available to all staff.

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

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



An Àite Eadar na Facail le Sam Love, a ghèidh duais FilmG 2012.

FilmG 2012 Winner, An Àite Eadar na Facail by Sam Love.

Ìomhaighean is suaicheantas FilmG le cead fialaidh MG ALBA.

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## LUCHD-OBACH

Tha Alba Chruthachail a' toirt fa-near cho cudromach 's a tha sgilean cànan taobh a-staigh ar buidhne mar mheadhan conaltraidh riatanach agus mar shochair ion-mhiannaichte do ar luchd-ceannaich agus luchd-seilbh. Tha sinn cuideachd ag aithneachadh an luach a tha ann an luchd-obrach a bhith mothachail mun chànan 's mun chultar 's mun phàirt a tha aice sna h-ealain agus an cultar agus ann am beatha Alba san fharsaingeachd.

Tha sinn a' tuigsinn gu bheil cothroman a bhith ann dhan luchd-obrach cànan ionnsachadh na chuideachadh le adhartachadh foghlam Gàidhlig do dh'inbhidh cho math ri bhith a' cur air adhart agus a' sealltainn gu bheil Gàidhlig na sgil fheumail ann an suidheachadh obrach. Tha bhith a' comharrachadh obraichean far a bheil Gàidhlig na sgil riatanach a' cur gu mòr ri inbhe a' chànan agus ga cur fa chomhair dhaoine mar sgil as fhiach a bhith aca.

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

ag ionnsachadh Gàidhlig agus tha sinn cuideachd a' ruith prògram de sheiseanan airson barrachd mothachaidh a thoirt do dhaoine air Gàidhlig.

## TRÈANADH AGUS IONNSACHADH CÀNAIN

- **Cleachdadh Làithreach:** Tha Alba Chruthachail a' toirt taic do luchd-obrach a tha ag iarraidh an cànan ionnsachadh agus tha sinn a' ruith sreath sheiseanan dhan luchd-obrach air fad airson barrachd mothachaidh a bhith ann air a' Ghàidhlig.
- **Raointean Leasachaidh:** Cuir barrachd cuideim air trèanadh do luchd-obrach a tha a' bruidhinn gu cunbhalach ris a' phoball no tha a' dèiligeadh ri luchd-labhairt na Gàidhlig mar phàirt den obair làitheil. Cuir trèanadh an comas an luchd-obrach agus cuir air adhart ionnsachadh na Gàidhlig dhan luchd-obrach uile. Cumaidh sinn sùil air an adhartas a thathar a' dèanamh le ionnsachadh na Gàidhlig aig Alba Chruthachail agus cuiridh sinn aithisg gach bliadhna gu Bòrd na Gàidhlig.

- **Targaidean:** Comharraich na buill den luchd-obrach dham biodh trèanadh sa Ghàidhlig iomchaidh agus riatanach. Comharraich roghainnean trèanadh agus cuir an comas iad dhan luchd-obrach uile.
- **Raon-ama:** Trèanadh Gàidhlig ann airson prìomh luchd-obrach ro dheireadh R4 2012/13. Trèanadh Gàidhlig ri fhaotainn airson an luchd-obrach uile ann an R1 2013/14.
- **Ceann oifigear/sgioaba:** GD Alba Chruthachail.

## RECRUITMENT AND RECRUITMENT ADVERTISING

- **Current practice:** Creative Scotland currently has one Gaelic speaker in post, the Gaelic Arts Officer post shared with Bòrd na Gàidhlig. We do not, at present, have a Gaelic recruitment policy or designated Gaelic posts.
- **Areas for development:** Designate 'Gaelic essential' and 'Gaelic Desirable' posts as part of a Gaelic recruitment policy. Position Gaelic within this policy as a desirable job skill (alongside other languages). Bilingual recruitment advertising.
- **Targets:** Scope the resources required to engage effectively with Gaelic media and to help implement bilingual marketing communications, publications and internal translation. Scope the resources required to lead on the 'normalisation' of Gaelic across our investment in projects and organisations across art forms.

Develop guidelines for whether future posts be 'Gaelic essential' or 'Gaelic desirable' as part of recruitment policy.

- **Timescales:** Gaelic Communications Officer and Gaelic Development Officer in post by end Q4 2012/13. Gaelic recruitment policy in place by the end of Q3 2012/13 including policy on bilingual recruitment advertising.
- **Lead officer/team:** Creative Scotland HR and Communications.

**NORA an tè a dh'ìth agus a dh'ìth  
AGUS a dh'ìth ...  
le Andrew Weale agus Ben Cort.**

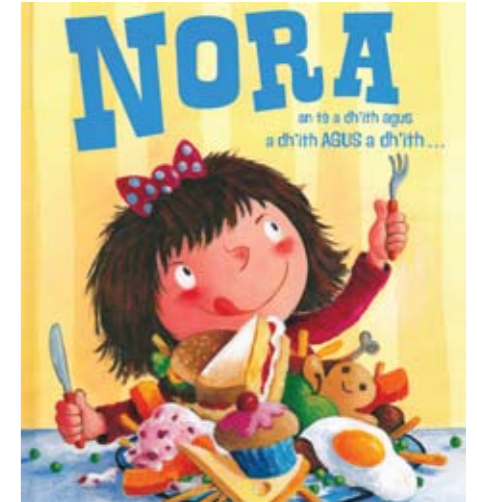
**NORA the girl who would eat  
and eat and eat ...  
by Andrew Weale and Ben Cort.**

## FASTADH AGUS SANASACHD AIRSON LUCHD-OBACH

- **Cleachdadh Làithreach:** Aig an àm seo tha aon neach-labhairt le Gàidhlig aig Alba Chruthachail ann an dreuchd, an t-Oifigear Ealain Ghàidhlig, dreuchd a tha air a roinn le Bòrd na Gàidhlig. Chan eil, aig an àm seo, poileasaidh fastaidh airson na Gàidhlig againn no dreuchdan Gàidhlig ainmichte.
- **Raointean Leasachaidh:** Ainmich dreuchdan 'Gàidhlig riatanach' agus 'Gàidhlig Buannachdail' mar phàirt de phoileasaidh fastaidh don Ghàidhlig. Suidhich Gàidhlig sa phoileasaidh seo mar sgil a bhiodh buannachdail (còmhla ri cànanan eile). Sanasachd fastaidh dà-chànanach.
- **Targaidean:** Comharraich na goireasan a dh'fheumte gus dol an sàs gu h-èifeachdach leis na meadhanan Gàidhlig agus gus cuideachadh le conaltradh margaideachd dà-chànanach a chur an gnìomh, foillseachaidhean agus eadar-theangachaidhean aig baile.

Comharraich na goireasan a dh'fheumte gus stiùir a thoirt air a bhith a' dèanamh Gàidhlig 'àbhaisteach' air feadh ar tabhartasan-seilbh ann am pròiseactan agus buidhnean air feadh diofar sheòrsachan ealain. Thoir stiùireadh gu buil a dh'innseas ma bhios dreuchdan san àm ri teachd nan dreuchdan 'Gàidhlig Riatanach' no 'Gàidhlig Buannachdail' mar phàirt den phoileasaidh fhasaidh.

- **Raon-ama:** Oifigear Conaltraidh Gàidhlig agus Oifigear Leasachaidh Gàidhlig an dreuchd ro dheireadh R4 2012/13. Poileasaidh fastaidh Gàidhlig ann ro dheireadh R3 2012/13 a' gabhail a-steach poileasaidh sanasachd airson fastadh luchd-obrach dà-chànanach.
- **Ceann oifigear/sgioaba:** GD agus Conaltradh Alba Chruthachail.



## INVESTMENT

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

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

We recognise the role that investment in arts and culture can play in strengthening Gaelic language and its recognition as a key part of public life. Through our investments and our support for arts and culture projects and organisations, Creative Scotland aims to 'normalise' Gaelic as part of Scotland's cultural language, strengthening its position and raising its profile amongst the arts and culture sector and the public alike, at home and abroad.



## TASGADH

'S e dleastanas Alba Chruthachail a bhith a' dèanamh tasgadh anns na h-ealain agus san tàlant as fheàrr air feadh gach seòrsa ealain air feadh Alba air fad. Tha sinn ann airson obair chruthachail na h-Alba a chuideachadh a thighinn am feabhas agus, mar thoradh, a bhith a' cur ri mòr-leas na h-Alba. Mar phàirt de seo, tha prìomh dhreuchd againn cuideachd mar bhuidhinn-tagraidh airson, agus buidheann a dh'adhartaicheas, obair chruthachail Albannach aig an taigh agus gu h-eadar-nàiseanta.

Gu h-eachdraidheil, tha a' Ghàidhlig air buaidh mhòr a thoirt air ar beatha chultarach air feadh Alba. An-diugh, tha a' Ghàidhlig fhathast na h-adhbhar buadhach agus cudromach nar toraidhean cultarach, a dh'aindeoin nan dùbhlannan tha roimhe a thighinn troimhe mar chànan beothail agus beò.

Tha sinn a' toirt fa-near am pàirt a dh'fhaodadh a bhith aig airgead-tasgaidh sna h-ealain agus cultar ann a bhith neartachadh na Gàidhlig agus a' toirt aithne dhi mar phrìomh eileamaid ann am beatha an t-sluaigh. Ler n-ionmhas-tasgaidh agus ar taic do phròiseactan 's do

bhuidhnean ealain agus cultarach, the Alba Chruthachail ag amas air Gàidhlig a dhèanamh na pàirt 'àbhaisteach' de 'chànan' chultarach na h-Alba, a' neartachadh a h-inbhe agus ga dèanamh nas follaisiche ann an roinn nan ealain agus cultair 's am measg an t-sluaigh cuideachd, an Alba agus thall thairis.



## SUPPORTING GAELIC THROUGH OUR INVESTMENTS

• **Current practice:** We currently invest in Gaelic arts and culture projects across all art forms, but particularly through our work with the 'traditional arts' sector in terms of traditional music, storytelling, festivals and craft and through our long-standing commitment to Gaelic language publishing through initiatives such as the Gaelic Books Council. However, commitment to Gaelic language could be said to be limited to the traditional arts sector, which does not necessarily help with its 'normalisation' across all art forms, geographies and audiences.

- **Areas for development:** Develop policy, practice and guidelines for supporting Gaelic across art forms and across projects and organisations that Creative Scotland invest in and support. This will include guidance for staff on supporting Gaelic language and culture and guidance for the arts and culture sector. Identify the resource to manage and deliver this policy work across all art forms and with the arts and culture sector to implement this policy (parallel to our Youth Development work, for example). Through this policy and resource we will develop plans to encourage take up of the principles outlined in this Plan among the organisations, associates and third parties that we invest in and work with.
- **Targets:** Policy and practice guidelines for supporting Gaelic across our development and investment work in place and published. Resource identified (through recruitment and/or partnership) to deliver policy and practice. Develop tools for monitoring and reporting on the take up of the principles of our Gaelic Language Plan among the organisations, associates and third

parties that we invest in and work with, for example, annual returns reporting. We will report this to Bòrd na Gàidhlig as part of our annual report on the implementation of our Plan.

- **Timescales:** Policy by end Q1 2013/14. Gaelic Development Officer recruited and in post by end Q4 2012/13.
- **Lead officer/team:** Creative Scotland HR and Creative Development.

## A' CUR TAIC RI GàIDHLIG LER TASGAIDHEAN

- **Cleachdadh Làithreach:** Tha sinn an-dràsta a' cur airgead-tasgaidh ann am pròiseactan ealain agus cultar Gàidhlig air feadh gach seòrsa ealain, ach gu h-àraidh ler n-obair ann an roinn nan 'ealain thraidiseanta', beul-aithris, fèisean agus obair-cheàirde agus ler barantas seasmhach do fhoillseachadh sa Ghàidhlig tro iomairtean mar Chomhairle nan Leabhraichean. Gidheadh, dh'fhaodamaid a ràdh gu bheil ar barantas dhan Ghàidhlig air a chuingealachadh ri roinn nan ealain traidiseanta, rud nach eil a' toirt cuideachadh dearbhte dhan Ghàidhlig gum bi i 'àbhaisteach' airson gach uile sheòrsa ealain, ceàrnan dùthcha agus luchd-èisteachd.
- **Raointean Leasachaidh:** Thoir gu buil poileasaidh, modhan-obrach agus stiùiridhean airson taic a thoirt dhan Ghàidhlig airson gach seòrsa ealain agus airson gach pròiseact agus buidheann anns a bheil Alba Chruthachail a' cur airgead-tasgaidh 's dha bheil i a' toirt taic. Am measg seo bidh

stiùireadh don luchd-obrach air mar a bheir iad taic dhan Ghàidhlig agus a cultar cuide ri stiùireadh do roinn nan ealain agus cultair. Comharraich an goireas airson obair a' phoileasaidh seo a stiùireadh agus a libhrigeadh airson gach seòrsa ealain agus an lùib roinn nan ealain agus cultair gus am poileasaidh a chur an gnìomh (co-shinte rir n-Obair leasachaidh Òigridh, mar eisimpleir). Leis a' phoileasaidh agus an goireas seo, bheir sinn planaichean gu buil a bhrosnaicheas buidhnean, co-obraichean agus còmhlain eile leis a bheil sinn ag obair no a tha sinn a' maoineachadh gus gabhail ris na prionnsapalan a tha air an cur sìos sa phlana seo.

- **Targaidean:** Stiùiridhean poileasaidh agus mhodhan-obrach airson taic a thoirt dhan Ghàidhlig anns gach raon der n-obair leasachaidh is tasgaidh a tha ann is air fhoillseachadh. Thèid goireas a chomharrachadh (le luchd-obrach fhadthad agus/no compàirteachas a bhith ann) airson poileasaidh agus gnìomh a libhrigeadh. Thoir meadhanan gu buil airson sùil a chumail air agus aithris a dhèanamh air mar a tha na buidhnean, co-obraichean agus còmhlain eile

leis a bheil sinn ag obair no a tha sinn a' maoineachadh a' gabhail ris na prionnsapalan a tha sa Phlana Ghàidhlig againn, mar eisimpleir, tro aithrisean cunbhalach bliadhnail. Bheir sinn cunntas air seo do Bhòrd na Gàidhlig mar phàirt den aithisg bhliadhnail againn mu bhith cur ar Plana an gnìomh.

- **Raon-ama:** Poileasaidh ro dheireadh R1 2013/14. Oifigear Leasachaidh Gàidhlig air fhadthad agus na d(h)reuchd ro dheireadh R4 2012/13.
- **Ceann oifigear/sgioaba:** GD Alba Chruthachail agus Leasachadh Cruthachail.



**Claigeann Òir bho A' Fighe a' Cheò - Knitting Fog, Deirdre Nelson, Taigh-tasgaidh & Ionad-ealain Chearsabhagh, Uibhist a Tuath, 2008.**

**Gold Skull from A Fighe a' Cheò - Knitting Fog, Deirdre Nelson, Taigh Chearsabhagh Museum & Arts Centre, North Uist, 2008.**

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

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





**“GRÒC, GRÒC,” ARS AM FITHEACH**

'N d' rinn thu cron an-diugh?  
Rinn tòrr.  
Dè rinn thu?  
Ghoid mi bròg.  
Cò bu leis i?  
Oighrig òg.  
An robh i snasail?  
Cuaran òir.  
Càit a bheil i?  
Starsnaich Dheòrs'.  
Deòrsa Foirbheach?  
Abair spòrs!  
Am faca duin' i?  
Ciorstaidh chòir.  
A' chabag bheag ud?  
An dearbh òigh!  
Is thog i naidheachd?  
Mar bu nòs.  
An tug e omhail?  
Ruaidh à ghruaidhean  
Mar an ròs!

**“GROC, GROC,” ARS AM FITHEACH  
bho Maraiche nan Cuantan  
le Flòraidh NicPhàil - 2012.**

An iomhaigh le cead fialaidh Acair Earranta.

**“CAW! CAW!” SAID THE RAVEN**

Have you been up to mischief today?  
I have indeed.  
What were you up to?  
I stole a shoe.  
To whom did it belong?  
Young Effie.  
Was it fancy?  
A gold sandal.  
Where is it?  
In George's doorway.  
George the Elder?  
What a joke!  
Did anyone see it?  
'Kindly' Kirsty.  
That wee gossip?  
The very one!  
And she spread the story?  
As usual.  
Was he aware of it?  
His cheeks reddened  
Like the rose!

**“CAW! CAW!” SAID THE RAVEN  
from Maraiche nan Cuantan  
by Flora MacPhail - 2012.**

Image reproduced by kind permission  
of Acair Limited.

**BUILEACHADH AGUS MEASADH**

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

**IMPLEMENTATION AND MONITORING**

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



## IMPLEMENTATION AND MONITORING

### TIMETABLE

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

### PUBLICISING THE PLAN

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

- Issue a news release announcing the Plan.
- Make copies of the Plan available in our offices and reception areas.
- Make copies of the Plan available to our funded organisations and the arts and culture sector.

- Make the Plan known to all staff via our intranet and internal information channels.
- Distribute copies of the Plan to other stakeholders across Government.
- Make copies available on request.

### ADMINISTRATIVE ARRANGEMENTS FOR IMPLEMENTING THE GAELIC LANGUAGE PLAN

This Plan is the policy of Creative Scotland and has been endorsed by both our Senior Management Team and Board.

The Chief Executive will be ultimately responsible for ensuring that Creative Scotland delivers on the commitments set out in this Plan.

Guidance will be produced and made available to all staff explaining what the Plan means for them.

We will ensure that agreements or arrangements with third parties that relate to the delivery of our services follow the terms of this Plan. This commitment includes any services that may be contracted out. Where the third party does not have a Gaelic Language Plan in place, we shall encourage them to follow the terms of the Plan.

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

## BUILEACHADH AGUS MEASADH

### CLÀR-AMA

Bidh am Plana Gàidhlig seo a' seasamh airson 5 bliadhna bhon àm a thèid fhoillseachadh no gus an tèid plana ùr a chur na àite. Ann an Caibideil 4 chuir sinn sìos na mion-thargaidean cinn-latha nuair a tha sinn an dùil na gealltanasan ainmichte a choileanadh.

### A' CUR A' PHLANA AM FOLLAIS

Thèid ar Plana Gàidhlig fhoillseachadh gu dà-chànanach air ar làrach-lìn. A bharrachd air sin nì sinn na leanas:

- Cuiridh sinn brath-naidheachd a-mach ag innse mun phlana.
- Bidh lethbhreacan den Phlana rim faotainn nar n-oifisean agus ionadan-fàilte.
- Bidh e comasach do bhuidhnean tha faighinn taic-airgid bhuainn agus roinn nan ealain agus cultair lethbhreacan den Phlana fhaotainn bhuainn.

- Innsidh sinn mun Phlana dhan luchd-obrach uile ler eadra-lìon agus ar in-mheadhanan fiosrachaidh.
- Cuiridh sinn lethbhreacan den Phlana gu luchd-seilbh eile air feadh an Rìaghaltais.
- Bidh lethbhreacan rim faotainn mar a thathas gan iarraidh.

### MODHAN RIANACHAIL AIRSON AM PLANA GàIDHLIG A THOIRT GU BUIL

'S e am Plana seo poileasaidh Alba Chruthachail agus chaidh a bharantachadh ler n-Àrd-sgioba Stiùiridh.

Aig deireadh gnothaich 's ann air a' Cheannard a bhios uallach dèanamh cinnteach gun coilean Alba Chruthachail na gealltanasan a tha air an cur sìos anns a' Phlana seo.

Thèid stiùireadh a dhèanamh agus a thoirt dhan luchd-obrach air fad a' mineachadh dè tha am Plana a' ciallachadh dhaibhsan.

Nì sinn cinnteach gu bheil aontan agus còrdaidhean gnìomha a rinn sinn le 'treas pàrtaidh' co-cheangailte ri libhrigeadh ar seirbheisean a' leantainn cumhachan a' Phlana. Tha an gealltanais seo a' gabhail a-steach seirbheisean sam bith a dh'fhaodhadh a bhith nam fo-chùnnraidhean. Far nach eil Plana Gàidhlig air ullachadh aig an 'treas pàrtaidh', misnichidh sinn iad gu cumhachan a' Phlana a leantainn.

Nithearcinnteach gun tèid riaghailtean Gnàthachas Litreachaidhna Gàidhlig as ùire a leantainn agus leanar molaidhean Ainmean-àite na h-Alba far a bheil ainm-àite a' nochdadhanns a' Ghàidhlig.

## RESOURCING THE PLAN

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

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

Scott MacLeòid, Cleasaiche,  
Na Mo Chuid Aodaich.

An iomhaigh le cead fialaidh  
Pròiseact nan Ealan.

Scott MacLeod, Actor,  
Na Mo Chuid Aodaich.

Image reproduced by kind permission  
of Pròiseact nan Ealan.

## A' MAOINEACHADH A' PHLANA

Tha dealbhadh a' Phlana stèidhichte air na stòrasan làithreach a tha fo stiùir Alba Chruthachail ach a-mhàin am moladh gum bi sinn a' coimhead ri goireasan ùra air chor 's gun tèid againn air diofar ghniomhan conaltraidh agus Tasgaidh a libhrigeadh. Nì sinn rannsachadh an gabhadh na goireasan sin a roinn le aon, no barrachd air aon, bhuidhnean Riaghaltais, mar NDPB no buidhnean-gniomha.

Nam biodh atharrachadh sna stòrasan làithreach, nì sinn solarachadh iomchaidh agus leasachaidhean a dhèanadh cinnteach gum bithear a' cumail a' libhrigeadh a' Phlana.



### MONITORING THE IMPLEMENTATION OF THE PLAN

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

- Write a quarterly and annual report on the Gaelic activities undertaken by Creative Scotland in terms of publications, website, media relations and training.
- All Gaelic enquiries will be logged and responded to.
- HR will monitor the number of staff learning Gaelic and their training needs.
- Provide a list of all our publications available in Gaelic and publicise this through our web-site.
- Provide media statistics on the level of our media engagement in Gaelic, once our Gaelic Communications Officer is in post.

- Report on web-stats relating to the Gaelic content on our web-site once this is in place.
- Ensure all staff attend the Gaelic Awareness Sessions through 2012/13.
- Ensure bilingual advertising of future posts.
- Monitor the number of positions at Creative Scotland designated as 'Gaelic essential' and 'Gaelic desirable'.

Creative Scotland will provide an annual report to Bòrd na Gàidhlig on the progress and implementation of the commitments outlined in this plan.

### MEASADH AGUS BUILEACHADH A' PHLANA

Ann a bhith a' measadh agus a' toirt a' Phlana Ghàidhlig gu buil, bidh ar n-àire gu mòr air na leanas:

- Sgrìobh aithris ràitheil agus bhliadhnail air na Gnìomhan Gàidhlig a ghabh Alba Chruthachail os làimh a thaobh fhoillseachaidhean, làrach-lìn, dàimh ris na meadhanan agus trèanadh.
- Bidh nota air a ghabhail de iarrtasan/ceistean Gàidhlig agus freagairt air a thoirt dhaibh.
- Cumaidh GD sùil air an àireamh luchd-obrach a tha ag ionnsachadh Gàidhlig agus na feumalachdan trèanaidh aca.
- Cuir liosta an cèill den a h-uile foillseachadh againn a tha rim faotainn sa Ghàidhlig agus cuir seo am follais air ar làrach-lìn.
- Foillsich staitistig mheadhanan air an ìre dèiligidh a tha againn ris na meadhanan, aon uair 's gu bheil an t-Oifigear Conaltraidh Gàidhlig na d(h)reuchd.

- Dèan aithris air staitistig làraich-lìn a thaobh susbaint Ghàidhlig air ar làrach-lìn aon uair 's gu bheil sin deiseil.
- Dèan cinnteach gum fritheil an luchd-obrach uile na Seiseanan Mothachaidh air Gàidhlig tro 2012/13.
- Dèan cinnteach gum bi sanasan dà-chànanach ann airson dreuchdan san àm ri teachd.
- Cùm sùil air an àireamh de dhreuchdan ann an Alba Chruthachail a tha sìos mar 'Gàidhlig riatanach' agus 'Gàidhlig Buannachdail'.

Cuiridh Alba Chruthachail aithisg bhliadhnail gu Bòrd na Gàidhlig ag innse mun adhartas a chaidh a dhèanamh leis na gealltanasan sa phlana agus mar a chaidh an cur an gnìomh.



## CONTACT DETAILS

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## EÀRR-SGRÌOBHADH

### ÀIREAMH LUCHD-LABHAIRT NA GÀIDHLIG ANN AN ROINN-OBRACH ALBA CHRUTHACHAIL.

Tha roinn-obrach Alba Chruthachail a' gabhail steach Alba air fad agus gu h-eadar-nàiseanta. Tha Alba Chruthachail a' cur ionmhas-seilbh sna h-ealain, cultar agus obair chruthachail air feadh gach ceàrn de dh'Alba agus tha sinn a' feuchainn ri deagh bhuaidh a bhith againn air beatha gach duine a tha a' fuireach no a' tadhal air Alba. Tha sinn cuideachd a' comharrachadh, a' cur air adhart agus a' tagradh airson nan ealain Gàidhlig, cultar agus obair chruthachail air àrd-ùrlar nàiseanta agus eadar-nàiseanta.

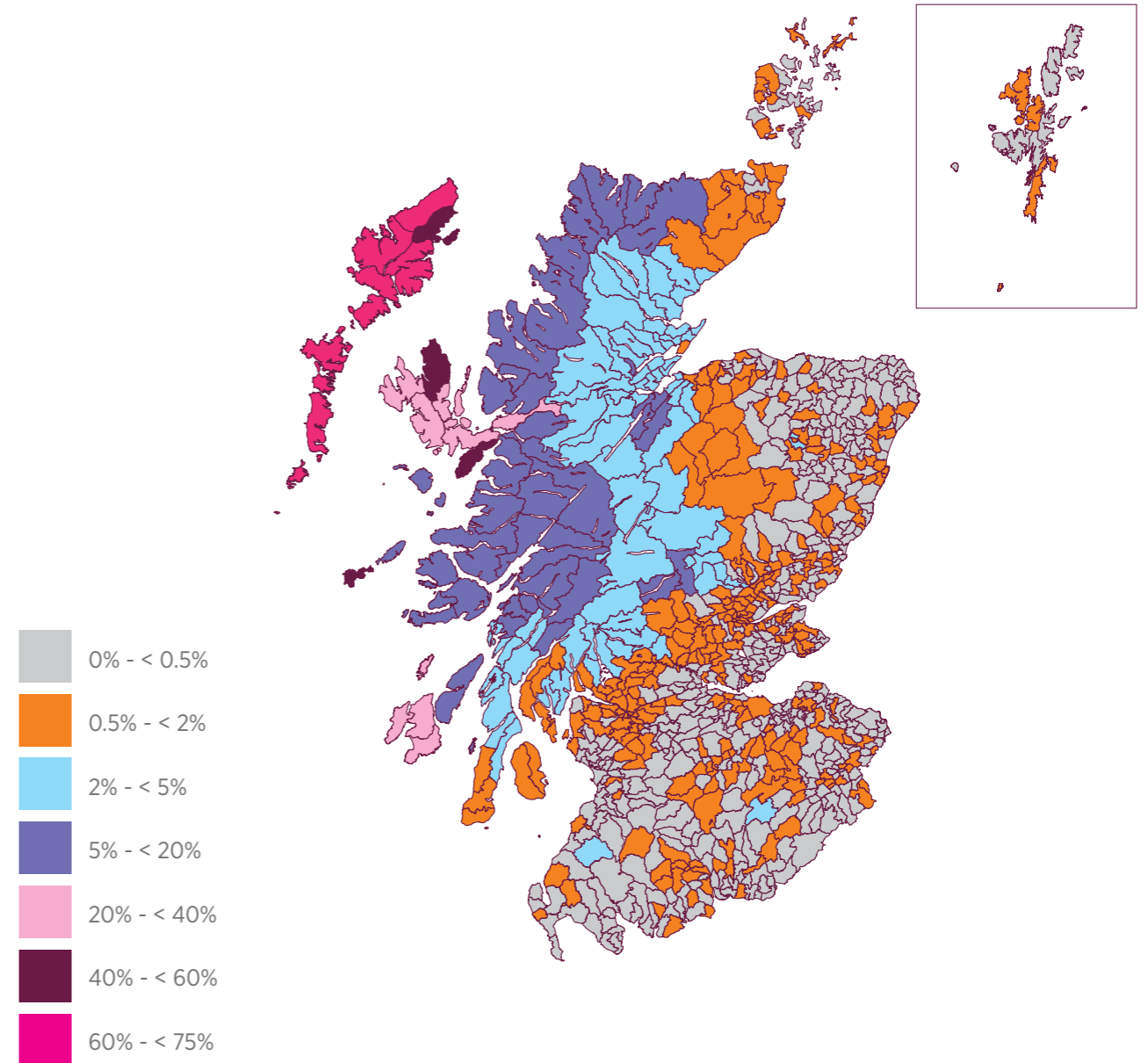
Thoradh sin, tha e feumail a bhith a' toirt fa-near am fiosrachadh cunntais-sluaigh as ùire (2001) airson labhairt na Gàidhlig air feadh Alba;

- Bha comas air choreigin a thaobh na Gàidhlig aig 92,400 neach aois 3 no nas sine (1.9 às a' cheud den t-sluagh) ann an 2001.
- Chaidh àireamh nan daoine aois 3 no nas sine le comas Gàidhlig a labhairt sios 11 às a' cheud eadar 1991 agus 2001. Chaidh an àireamh a b' urrainn Gàidhlig a leughadh suas 7.5 às

a' cheud agus an àireamh a b' urrainn Gàidhlig a sgrìobhadh suas 10 às a' cheud rè an aon ùine.

- Thuit an àireamh dhaoine a b' urrainn Gàidhlig a labhairt, a leughadh no a sgrìobhadh 6 às a' cheud eadar 1991 agus 2001. Gidheadh, taobh a-staigh na buidhne seo, chaidh an àireamh le barrachd comais a thaobh na Gàidhlig, a b' urrainn labhairt, leughadh agus sgrìobhadh, suas 6 às a' cheud rè an aon ùine.
- Ann an 2001, thuit 26,700 neach gum b' urrainn dhaibh Gàidhlig air a labhairt a thuigsinn ach nach b' urrainn dhaibh a labhairt, a leughadh no a sgrìobhadh.
- Bha 63 de dhaoine às a' cheud le comas Gàidhlig air choreigin nan luchd-labhairt ann an 2001.
- Bha àrdachadh beag anns a' chuid de dhaoine aois 3-24 a bha a' labhairt Gàidhlig eadar 1991 agus 2001. Chaidh seo a chuideachadh leis gun deach, airson gach aois 5 gu 9, an dà chuid an àireamh agus an earrainn a bha a' labhairt Gàidhlig suas.
- Ann an 2001, dhaibhsan a bha 3 & nas sine, bha neach-labhairt Gàidhlig timcheall air 5 bliadhna is 8 mìosan nas sine na am ball cuibheasach den t-sluagh.
- Dh'ainmich 1.8 às a' cheud dhiubhsan le comas Gàidhlig gur e cinneadh neo-gheal dham buinneadh iad ann an 2001, an coimeas ri 2.0 às a' cheud airson an t-sluaigh gu lèir sa bhliadhna sin.
- Ann an 2001 bha clann aois 3-15 nas buailtiche Gàidhlig a bhruidhinn nuair a bha ceann an teaghlaich ag obair ann an obraichean sheirbheisean pearsanta agus a bha e/i cuideachd na neachd-labhairt Gàidhlig.
- Am measg dhaoine fo aois 55 ann an 2001, bha an fheadhainn le tinneas leantalach cuibhreachail nas buailtiche Gàidhlig a bhith aca na an fheadhainn gun leithid de thinneas.
- Ann an 2001, bha luchd-cùraim nas buailtiche comas Gàidhlig a bhith aca na daoine nach robh nan luchd-cùraim.
- Bha ìre nas fheàrr de theisteanasan ann an 2001 acasan aig an robh eòlas Gàidhlig air choreigin na bha aig daoine gun eòlas air Gàidhlig.
- Ged a bha barrachd chloinn aois 12-15 am measg luchd-labhairt na Gàidhlig na bha am measg luchd-labhairt gun Ghàidhlig ann an 2001, cha robh uiread ann de aoisean 3 & 4.

### PARAISTEAN NA H-ALBA, 2001: AN ÀIREAMH DEN T-SLUAGH SA CHEUD AOIS 3 'S NAS SINE A THA A' BRUIDHINN GÀIDHLIG.





An ìomhaigh le cead fialaidh  
Fèisean nan Gaidheal.

Image reproduced by kind  
permission of Fèisean nan Gaidheal.

'S e foghlam aon de na raointean anns an deach adhartasan mòra fhaicinn anns na bliadhnan o chionn ghoirid. Tha àireamh nan sgoilearan ann am Foghlam tro Mheadhan na Gàidhlig aig ìre Bun-sgoile air èirigh bho 24 ann an 1985 gu 2,418 sa bhliadhna sgoile 2011/2012. Bha 1,104 sgoilearan ann am Foghlam tro Mheadhan na Gàidhlig aig ìre Àrd-sgoile sa bhliadhna cheudna, agus bha 730 sgoilear clàraichte ann an sgoiltean-àraich Gàidhlig ann an 2011/2012.

Airson Gàidhlig mar chuspair, bha 1,083 sgoilearan Àrd-sgoile a' gabhail Gàidhlig anns a' bhliadhna sgoile 2011/2012 – agus bha cuspairean eile air an teagasg tro mheadhan na Gàidhlig do 2,168 sgoilearan. Uile gu lèir, tha 2,643 sgoilearan ag ionnsachadh Gàidhlig sna h-Àrd-sgoiltean, no tro mheadhan na Gàidhlig. Tha àireamh nan oileanach ann am Foghlam Inbheach no Àrd-ìre no a tha a' dèanamh cùrsa Gàidhlig aig an ìre sin air a dhol suas cuideachd.

Tha Alba Chruthachail a' toirt fa-near gu bheil pàirt againn ri ghabhail a thaobh foghlam Gàidhlig tron obair a tha sinn a' dèanamh a' toirt taic do roinn nan ealain agus cultair ann an Alba agus tro ar ro-innleachd airson Ealain Òigridh agus prìomh obair eile còmhla ri daoine òga leithid Iomairt Ceòl na h-Òigridh.



# ANNEX

## NUMBER OF GAELIC SPEAKERS IN CREATIVE SCOTLAND'S AREA OF OPERATION.

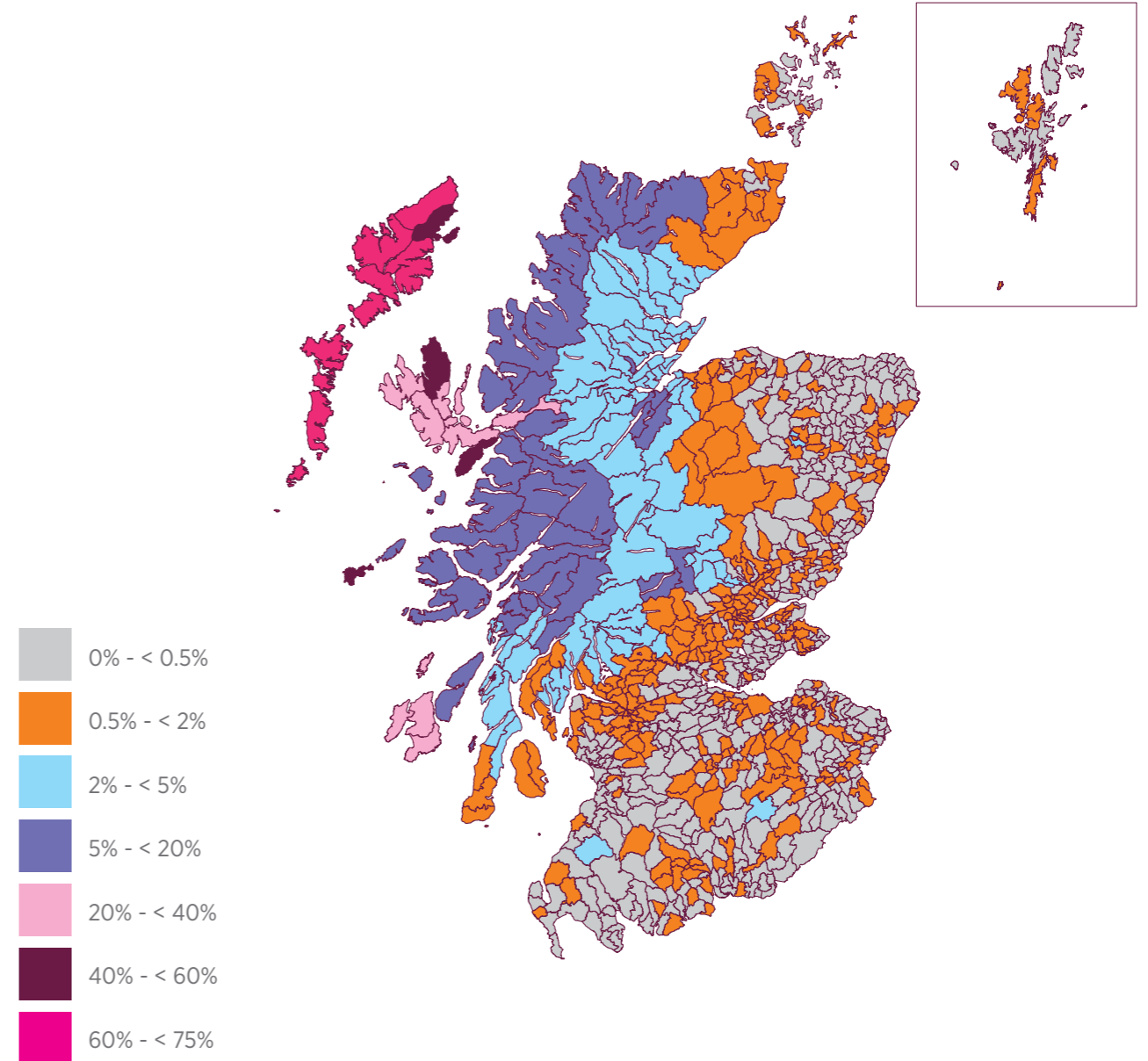
Creative Scotland's area of operation is all of Scotland and internationally. Creative Scotland invests in arts, culture and creativity across all parts of Scotland and we seek to impact positively on the lives of everyone living in or visiting Scotland. We also celebrate, promote and advocate Scottish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

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

- 92,400 people aged 3 and over (1.9 per cent of the population) had some Gaelic language ability in 2001.
- The number of people aged 3 and over able to speak Gaelic declined by 11 per cent between 1991 and 2001. The number who could read Gaelic increased by 7.5 per cent and the number able to write Gaelic increased by 10 per cent over the same period.

- The number of people who could speak, read or write Gaelic fell by 6 per cent between 1991 and 2001. However, within this group, the number with more extensive Gaelic ability, who could speak, read and write the language, rose by 6 per cent over the same period.
- In 2001, 26,700 people reported that they were able to understand spoken Gaelic but could not speak, read or write it.
- 63 per cent of people with some Gaelic language ability were Gaelic speakers in 2001.
- There was a slight increase in the proportion of people aged 3-24 speaking Gaelic between 1991 and 2001. This was helped by the fact that, for each of the ages 5 to 9, both the number and proportion speaking Gaelic increased.
- In 2001, for those aged 3 & over, a Gaelic speaker was approximately 5 years and 8 months older than an average member of the population.
- 1.8 per cent of people with Gaelic language ability gave their ethnicity as non-white in 2001, compared with 2.0 per cent for the population as a whole in that year.
- Children aged 3-15 in 2001 were more likely to speak Gaelic when the head of the family was employed in personal service occupations and was also a Gaelic speaker.
- Among people aged under 55 in 2001, those with a limiting long-term illness were more likely to have Gaelic language than those without a limiting long-term illness.
- In 2001, carers were more likely to have Gaelic language ability than non-carers.
- People with some Gaelic knowledge had better levels of qualifications in 2001 than people without Gaelic knowledge.
- While there were more 12-15 year olds in the Gaelic speaking population than amongst non-Gaelic speakers in 2001, 3 & 4 year olds were less prevalent.

## PARISHES IN SCOTLAND BY THE PERCENTAGE OF PEOPLE AGED 3 AND OVER WHO SPEAK GAELIC, 2001.





An ìomhaigh le cead fialaidh  
Fèisean nan Gaidheal.

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Education is one of the areas where great advances have been made in recent years. The number of pupils who are in Gaelic Medium Education at primary school level has risen from 24 in 1985 to 2,418 in the school year 2011/2012. There were 1,104 pupils in Gaelic Medium Education at secondary school level in the same year, and 730 children were registered in Gaelic nurseries in 2011/12.

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

When it comes to Gaelic as a subject, there were 1,083 secondary school pupils taking Gaelic in the school year 2011/2012 - and 2,168 pupils being taught other subjects through the medium of Gaelic. In total 2,643 pupils in secondary schools are learning Gaelic, or through the medium of Gaelic. The number of students who are in Gaelic Further or Higher Education or who are taking a Gaelic course at that level has risen also.

**Na Fir-chlis os cionn Nis,  
Eilean Leòdhais.**

Ìomhaigh a' chòmhaich chùil le cead  
fialaidh [www.foldingimages.com](http://www.foldingimages.com)

**Aurora Borealis over Ness,  
Isle of Lewis**

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## EÀRR-SGRÌOBHADH FOGLAM GÀIDHLIG ANN AN ALBA

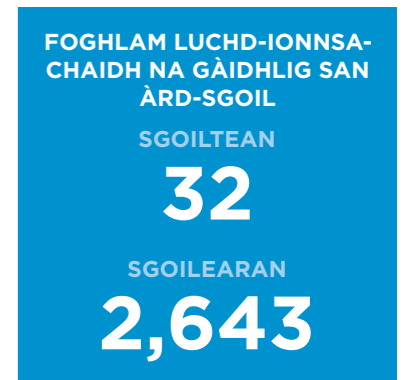
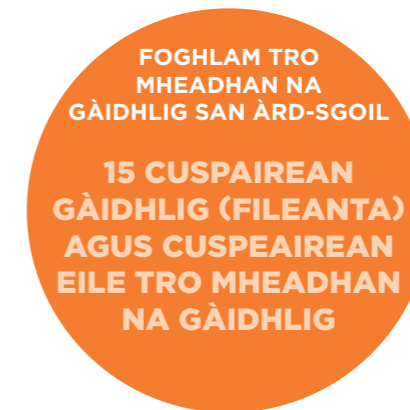
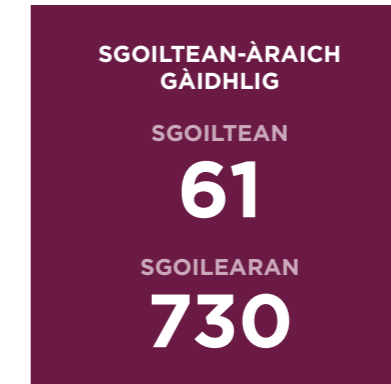
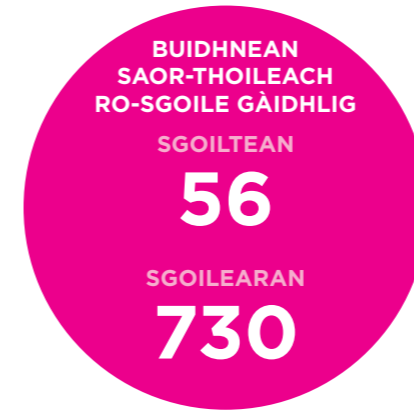
Thug Achd na Gàidhlig (Alba) 2005 dleastanas reachdail do Bhòrd na Gàidhlig comhairle a thoirt do Mhinistearan na h-Alba is daoine eile air foghlam Gàidhlig. Tha Ro-innleachd Nàiseanta Foghlam Gàidhlig an cois Plana Nàiseanta na Gàidhlig a tha a' toirt stiùireadh ro-innleachdail air leasachadh foghlam Gàidhlig ann an Alba.

Chaidh Buidheann Stiùiridh Nàiseanta Foghlam Gàidhlig a chur air cois le Bòrd na Gàidhlig gus sùil a chumail air gnìomhachadh na ro-innleachd agus a chur ri leasachadh stiùireadh agus poileasaidh foghlaim.

Tha a' Bhuidheann a' tarraing gach prìomh bhuidheann nàiseanta a tha an sàs ann am foghlam Gàidhlig còmhla agus bidh i a' togail air na prìomhachasan leasachaidh a leanas:

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

### DÀTA AIR FOGHLAM GÀIDHLIG 2011-12





## ANNEX

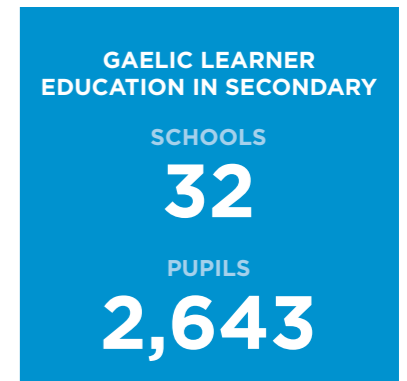
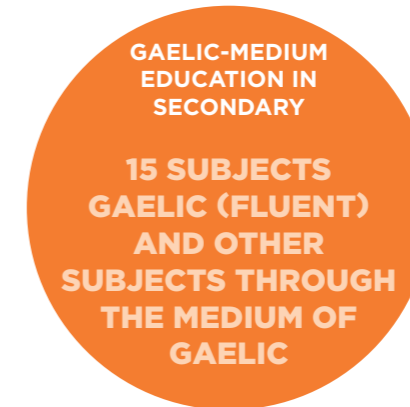
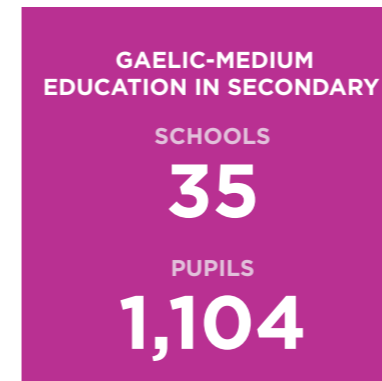
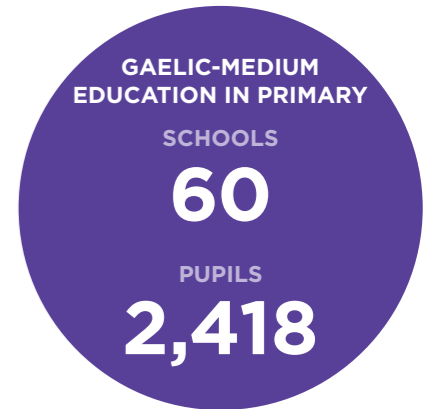
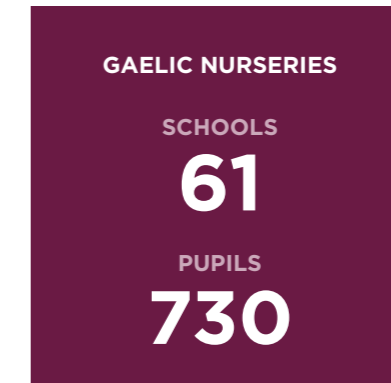
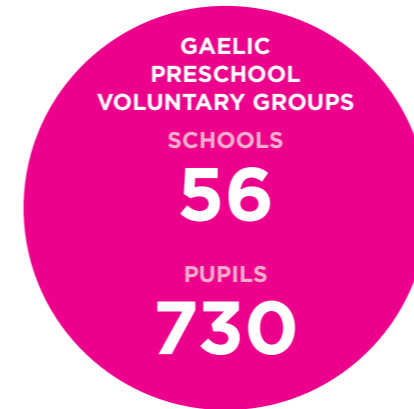
# GAELIC EDUCATION IN SCOTLAND

Under the terms of the Gaelic Language (Scotland) Act 2005 Bòrd na Gàidhlig has a statutory responsibility to advise Scottish Ministers and others on Gaelic Education. The National Plan for Gaelic contains a detailed National Gaelic Education Strategy which provides a strategic approach to the development of Gaelic education in Scotland. Bòrd na Gàidhlig has established a National Gaelic Education Steering Group to oversee implementation of the strategy and to contribute to the development of education guidance and policy.

The Group brings together all the key national organisations with a locus in Gaelic education and will focus on the key development priority areas of:

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

## GAELIC EDUCATION DATA 2011-12





ALBA | CHRUTHACHAIL

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