

Cuspair Clàir-ghnothaich	7
Àir. Aithisge	G/04/24

## COMHAIRLE NA GÀIDHEALTACHD

**Comataidh:** Comataidh na Gàidhlig

**Ceann-latha:** 28 Màrt 2024

**Tìotal Aithisge:** Plana na Gàidhlig – Measadh Bhòrd na Gàidhlig

**Aithisg le:** Àrd-Oifigear Gnìomhach Eadar-amail airson Coileanadh agus Riaghlachas

### 1. Adhbhar/Geàrr-chunntas Gnìomhach

1.1 Tha an aithisg seo a' toirt fiosrachadh do Bhuill:

a) Mun phròiseas ùrachaidh airson Plana Gàidhlig Chomhairle na Gàidhealtachd (PnG).

b) Mun chlàr-ama airson a bhith a' cur PnG a-steach a-rithist gu Bòrd na Gàidhlig.

### 2. Molaidhean

2.1 Thathar ag iarraidh air Buill:

i. aonta a thoirt dhan cho-dhùnadh a ghabh an t-Àrd-Oifigear agus an t-Àrd-Oifigear Gnìomhach Eadar-amail airson Coileanadh agus Riaghlachas, ann an co-chomhairle le Cathraiche agus Iar-Chathraiche Chomataidh na Gàidhlig, gabhail ris na h-atharrachaidhean dhan Phlana Ghàidhlig a bha air am moladh le Bòrd na Gàidhlig taobh a-staigh an raoin-ama riatainaich; agus

ii. aontachadh gun tèid am Plana Gàidhlig ùraichte a chur a-steach, gun a bhith nas anmoiche na an ceann-latha dhen 9 Giblean 2024.

### 3. Buaidhean

3.1 Goireas – Thèid maoinachadh airson a bhith a' buileachadh PnG a shireadh tro Riaghaltas na h-Alba, Bòrd na Gàidhlig, Comhairle na Gàidhealtachd agus sruthan maoinachaidh eile, far a bheil sin iomchaidh.

3.2 Laghail – Tha e mar riatainas air Comhairle na Gàidhealtachd Plana Gàidhlig aontaichte a bhith aice a rèir Achd na Gàidhlig (Alba) 2005 ('Achd 2005').

Thèid am Plana Gàidhlig atharraichte a chur a-steach a-rithist gu Bòrd na Gàidhlig gun a bhith nas anmoiche na 9 Giblean, a rèir riatanasan Achd 2005.

- 3.3 Coimhearsnachd (Co-ionannachd, Bochdainn, Dùthchail agus Eilean) – Tha an aithisg a’ gèilleadh ri poileasaidhean Chomhairle na Gàidhealtachd air co-ionannachd.
- 3.4 Atharrachadh Gnàth-shìde/Carbon Ciallach – Bidh Sgioba na Gàidhlig a’ frithealadh choinneamhan air-loidhne agus gu bhìortail aig an àm seo, mar sin a’ lùghdachadh siubhal airson gnothachas.
- 3.5 Cunnart – Chan eilear an dùil gum bi buaidhean cunnairt sam bith a’ tighinn am bàrr bhon aithisg seo.
- 3.6 Slàinte is Sàbhailteachd (cunnartan a’ tighinn am bàrr mar thoradh air atharrachaidhean do dh’uidheamachd, acfhainn, pròiseas no daoine) – Chan eil buaidhean sam bith a thaobh Slàinte is Sàbhailteachd a’ tighinn am bàrr às an aithisg seo.
- 3.7 Gàidhlig – ‘S e frèam-obrach reachdail a th’ ann am PnG agus troimhe bidh Comhairle na Gàidhealtachd a’ toirt taic do chànan is chultar na Gàidhlig. Mar sin, tha buaidhean matha aig an aithisg seo air a’ Ghàidhlig.

#### **4. Cùl-fhiosrachadh – Dreachd Phlana Gàidhlig Chomhairle na Gàidhealtachd**

- 4.1 Fo Achd 2005, tha e mar riatanas air Comhairle na Gàidhealtachd Plana Gàidhlig a bhith aice. Chaidh an ceathramh deasachadh de Phlana Gàidhlig Chomhairle na Gàidhealtachd ullachadh tràth ann an 2023 agus chaidh co-chomhairleachadh poblach mun phlana a thòiseachadh. Thug na freagairtean a fhuair eadhon bhon phoball cothrom dhan Chomhairle an dreachd phlana a leasachadh mus deach a chur a-steach gu Bòrd na Gàidhlig airson measadh air 6 Ògmhios 2023.
- 4.2 Air 9 Faoilleach 2024 fhuair Comhairle na Gàidhealtachd measadh foirmeil Bhòrd na Gàidhlig air dreachd PnG le liosta de dh’atharrachaidhean a bha iad a’ moladh. Chuir Comhairle na Gàidhealtachd fios gu Bòrd na Gàidhlig gun robhar an dùil an dreachd phlana a chur a-steach a-rithist gun a bhith nas anmoiche na 9 Giblean 2024, a’ gabhail ealla do na h-atharrachaidhean a chaidh a mholadh.

#### **5. Atharrachaidhean a Thathar a’ Moladh a Thaobh Dreachd PnG**

- 5.1 Bha na h-atharrachaidhean a bha Bòrd na Gàidhlig a’ moladh air an roinn do: ‘Atharrachaidhean Riatanach Coitcheann’ agus ‘Atharrachaidhean Molta Coitcheann’.
- 5.2 Tha tuilleadh fiosrachaidh mu na h-atharrachaidhean a thathar a’ moladh air a thoirt seachad ann an **Eàrr-ràdh 1**.

#### **6. Moladh Bhòrd na Gàidhlig air Deagh Chleachdadh Taobh A-staigh Dreachd PnG**

- 6.1 Chomharraich Bòrd na Gàidhlig na puingeann deagh chleachdaidh a leanas:

- a. Fòcas Chomhairle na Gàidhealtachd air a bhith a' dèanamh na Gàidhlig coitcheann agus àbhaisteach air feadh nan seirbheisean aice;
- b. Tha solar leantainneach FtG Chomhairle na Gàidhealtachd na fhianais air dealas agus ag aithneachadh gu bheil FtG cho èifeachdach 's as urrainn dha a bhith nuair a tha e a' toirt làn-bhogadh dha na sgoilearan, agus nuair as urrainnear beatha-sgoile air fad nan sgoilear a libhrigeadh tro mheadhan na Gàidhlig;
- c. Poileasaidh dà-chànanach Chomhairle na Gàidhealtachd: *Stiùireadh mu chleachdadh na Gàidhlig sna seirbheisean a bhios sinn a' tabhann* agus mar a thathar ga bhuileachadh;
- d. Chaidh gabhail gu fàbharach ri cleachdadh a thaobh dearbh-leughadh na Gàidhlig agus chaidh seo a chomharrachadh mar an cleachdadh as fheàrr;
- e. Gealltanasan matha Chomhairle na Gàidhealtachd a bhith a' togail ceangal le coimhearsnachdan Gàidhlig agus a' toirt taic dhaibh tron earrainn: "A' Toirt Taic do Choimhearsnachdan Dùthchasach"; agus
- f. Chaidh moladh a dhèanamh air Comhairle na Gàidhealtachd cuideachd airson conaltradh adhartach a chumail le sgoiltean agus coimhearsnachdan agus an leasachadh ann an àireamhan nam freagairtean a chaidh fhaotainn tron cho-chomhairleachadh phoblach.

## 7. A' Cur A-steach Dreachd PnG A-rithist gu Bòrd na Gàidhlig

- 7.1 Thèid PnG atharrachadh a rèir mholaidhean Bhòrd na Gàidhlig agus thèid a chur a-steach a-rithist gun a bhith nas anmoiche na 9 Giblean 2024.

Ainmeachadh:

Ceann-latha: 21 Gearran 2024

Ùghdar: Eoina Rodgers, Oifigear Poileasaidh Gàidhlig

Pàipearan Cùl-fhiosrachaidh:

Eàrr-ràdhan: Measadh Bhòrd na Gàidhlig air Dreachd Phlana Gàidhlig Chomhairle na Gàidhealtachd 2024–29: Atharrachaidhean Riatanach Coitcheann agus Atharrachaidhean Molta Coitcheann

## Appendix 1

### Bòrd na Gàidhlig's Assessment of the Highland Council's Draft Gaelic Language Plan 2024–2029: General Necessary Amendments and General Recommended Amendments

#### General Necessary Amendments (GNA)

The following necessary amendments are required throughout edition four:

##### 1. Increase in provision

The *Guidance on Developing Gaelic Language Plans* states that there should be incremental increase in Gaelic provision with each new edition of a Gaelic language plan. The strategic priorities and corporate service actions should be reviewed to ensure they commit to an increase in provision from the previous editions rather than a continuation at the same level. To reflect this, the Actions Required sections should demonstrate new targets or an increase in provision of existing activities. For instance:

- In the third edition (2018-2023) the following was given as current practice: “Worked with partners to organise and expand the ‘Gaelic Family Learning Week’ initiative,” and the following Enabling Action was included, “Work with partners to organise and expand initiatives such as the Gaelic Family Learning Week”. The commitment in the draft fourth edition (2023-2028) is: “In partnership with Sabhal Mòr Ostaig, deliver the annual Gaelic Family Learning Week”. A commitment to develop and/or increase this provision should be included for 2023-2028 – if this is not possible, it should be retained in the “Current Practice” section and not included as an Action Required.
- At Strategic Priority 1.1, an “Action Required” is to “Develop opportunities for inter-generational activities” delivered on an ongoing basis. The commitment to, “Provide opportunities for inter generational Gaelic usage between senior citizens and young people” was introduced in edition two (2012-2016). In edition three, it was included as current practice (“Provided opportunities for inter-generational Gaelic usage”) and as an action (“Provide opportunities for inter-generational Gaelic usage between senior citizens and young people”) to be delivered during May each year. It would be useful to either have more information on how this activity will be developed/increased as an Action Required in edition four or, if provision is to continue at the same level, it should be moved to “Current Practice”.

For advice on how to present current practice, see General Recommended Amendment 1 below.

##### 2. SMART targets

All Actions Required should be specific, measurable, achievable, realistic and time-bound - phrases such as, “Consideration will be given to...”, “Explore the possibility of...”, “Identify potential next steps...”, “...this may include provision of...”, should be omitted. To enable the Highland Council and Bòrd na Gàidhlig to measure progress for activities which continue to be delivered from edition three, “Ongoing” and “During the lifetime of the plan” should be omitted and replaced with target dates. If an activity will happen regularly during edition four this should

be specified e.g “Yearly throughout edition four”, “yearly, throughout this edition”, etc.

3. Highland Council Gaelic policy: *Guidelines on the Use of Gaelic in the services we offer*

In the Corporate Services Aims section it should be ensured that information given as current practice is aligned with the refreshed HC Gaelic services guidelines referred to in edition four for the following areas:

- Press, publicity, advertising and exhibitions
- Official Notices, Public Notices and Recruitment Advertisements
- Council website

4. Aligning with the Act

Under the Gaelic Language (Scotland) Act 2005, and as stated in edition four, HC has one Gaelic language plan which requires to be reviewed at least every five years with new editions published. Therefore, references throughout this document to “last plan”, “each plan” etc should be omitted and replaced with “the previous edition”, “each edition” etc.

5. National Gaelic Language Plan (NGLP)

The Bòrd is happy for edition four to be based on the four themes of:

1. Communities and Home;
2. Media, Arts, Culture and Heritage;
3. Business and the Economy; and
4. Education.

However, as these themes are not aligned with the current NGLP 2018-2023 and the next NGLP has not been agreed or published, reference to them being based on the NGLP should be omitted.

6. Strategic Priorities

Presentation of the strategic priorities developed with Bòrd na Gàidhlig should be reviewed to reflect the current NGLP 2018-2023 and its key priorities which are “increasing the use of Gaelic”; “increasing the learning of Gaelic”; and “promoting a positive image of Gaelic”. It should be clarified that BnG and HC agreed a set of strategic priorities rather than high-level aims.

7. Gaelic Education

- a. Edition four sets out that the term “Gaelic education” is used for both GME and GLE. To support those not familiar with Gaelic education, it should be clarified which is being referred to for specific commitments and other key Gaelic education information.
- b. In the section on “Gaelic Education in the Highland Council Area” it should be acknowledged that there are some pupils in GME for whom Gaelic is their first language and/or the language of the home.

## 8. External dependencies

- The Bòrd welcomes working in partnership. However, as this is HC's statutory Gaelic plan, external organisations - such as "key local and national organisations" - should not be included as responsible (or jointly responsible) for implementation of strategic priorities or corporate service commitments.
- No commitments should be included which are reliant on gaining future external funding

## 9. Time-line:

- No target dates prior to the Bòrd's formal approval date should be retained. If approval is in 2024, the timescales of the plan should be ammended to 2024-2029.
- In the strategic priorities section there are no target dates given after year four. As edition four runs for five years there should be actions delivered in year five.
- To ensure edition four remains current across the 5-year time frame, information specific to the time of writing - such as the political make up of the Council - should either be omitted or it should be stated that the information was current at the time of writing.

## 10. Increasing Gaelic language capacity and usage

The induction, training and usage commitments should be strengthened to ensure that HC increases its capacity to provide Gaelic services and to become a workplace where Gaelic and bilingualism is normalised. If the Council intends to rely on digital provision for staff training, there should be additional commitments stating that HC will enable staff to consolidate and use their skills in live situations, to aid the transition from passive learning of the language to active use and communication.

## 11. Tranparency and accessibility

The following information in included in Appendix 1:

<i>Feedback Received</i>	<i>Action Taken</i>
<i>A considerable number of respondents reported that the draft Plan was too lengthy and difficult to read.</i>	<i>The Plan has been re-designed by a graphic designer to shorten it and to make it easier to read.</i>

It is noted that the post-public consultation draft plan sent to the Bòrd for formal assessment is lengthy at over 90 pages long. The Bòrd recommends that Gaelic language plans are focused, clear and easy to understand for the public. The Bòrd's general required and recommended changes in this assessment regarding SMART targets and making a clear separation between current practice and new activities will help to achieve the Council's aim to shorten the document.

## **General Recommended Amendments (GRA)**

The following amendments are recommended throughout edition four:

### 1. Presentation of current practice

- Activities ongoing from the previous edition(s) should be presented separately as Current Practice and not also included in the Required Actions sections

which should focus on new activities.

- Current Practice sections should inform the public, external stakeholders and Council staff about services and strategies which continue to be actively delivered including, where possible, the current level of provision as a baseline to measure future progress. It should not contain information on activities which have come to an end.
- In the Strategic Priorities section, the Bòrd recommends that – in line with the corporate service aims section - information about current practice is included for each activity in the tables rather than a separate bullet point list. We suggest this is done through adding an additional column. This will enable progress to be tracked over time.
- If HC wishes to present additional information on actions/achievements completed during editions one to three we suggest this is published separately - for instance, on the same webpage as the Gaelic language plan. This would also make edition four shorter and key information more accessible. Alternatively, the information could be included as an appendix.