

## BÒRD NA GÀIDHLIG

### FOIRM DÀTA BLIADHNAIL 2021-22

### ANNUAL RETURN FORM 2021-22

<b>Ainm na buidhne</b> <b>Organisation's name</b>	Argyll & Bute Council
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### Prìomh Dhàta Measaidh Primary Indicator Data

<b>Fios bhon Phoball</b> <b>Communications from the Public</b>	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	2
<b>A' sgaoileadh fiosrachaidh</b> <b>Dissemination of information</b>	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	Approximately 10 per month on Facebook – posted both in the Argyll Gaelic Forum Group and on the Argyll Gaelic Forum page.
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	0 Engagement with press releases was extremely low compared with the positive interaction on social media Gaelic posts, so we have increased effort in that area.
<b>Luchd-obrach</b> <b>Staff</b>	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgìlean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	14
	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?	41 24 were advertised bilingually with bilingual job descriptions, information for applicants, Head Teacher reports (if applicable) and PVG information attachments. 19 were advertised with Gaelic as Essential. 17 Gaelic Teacher

	posts advertised used the general teacher post with the job description in Gaelic. Gaelic is essential for all posts that have Gaelic in the job title.
<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p>	All GME teachers have Gaelic skills, as do our Gaelic Development Worker, Furan co-ordinator and Education Officer for Gaelic. A short survey was undertaken in in 2022 to ascertain skill levels and demand for classes

<b>Foillseachaidhean Publications</b>	Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?	0
<b>Inbhe Status</b>	Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?	All Council signs are bilingual. Mid Argyll, 66 bilingual signs installed. Kintyre, 29 bilingual signs installed. Islay, 43 bilingual signs purchased but yet to be installed due to resource issues. Mull - 18 x bilingual signs installed Helensburgh / Lomond - 9 Bute – 11 Cowal – 89

## Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

### Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

Furan Gaelic Centre and the Gaelic Administrator continue to provide crucial support to both Education and the wider Gaelic community.

During Academic Session 22/23 the administrator has provided weekly online Bookbug sessions for Sgoiltean-Àraich across the LA as well as in-person delivery in Strath of Appin PS, Rockfield PS and in Furan on a Saturday. The sessions have been well received with Duncan MacNeil receiving a Highly Commended Reward from the Scottish Books Council.

Moving forward, Duncan will provide in-person support to Bowmore GME and Tìree GME in Term 1 of the next academic session. This will enable him to build relationships with both pupils and staff to facilitate future support for Mòd tuition, delivered virtually.

The Parental Advocacy (Advisory) Scheme in partnership with Comann nam Pàrant no longer exists, as there are no parental officers paid by CnP to encourage parents to consider GME. Individual schools continue to liaise very closely with local CnP members and teaching staff regularly attend meetings. Most GME provisions across the LA provide information opportunities for prospective parents – many as part of the school registration process. Parents of GM pupils at ELC, Primary and Secondary are invited to attend 'sharing of learning' sessions – please see Islay High School's response as an example of good practice (attached as separate document).

Secondary schools still face challenges regarding the offer of GM delivery in other curricular areas. Oban High School and Tìree High School continue to liaise virtually to maximise the GM offer to students. Islay High School has worked very closely with e-Sgoil this session to afford GM students the opportunity to sit National 5 Gàidhlig.

It is now embedded that all schools delivering GME have a Gaelic Education specific target within the school's Improvement Plan which is reported on annually via the Standards and Quality report. Gaelic provisions, at all levels, across the authority are making good use of both local and national networks to enhance and enrich the GM curriculum offer to students.

All island schools and schools with a dual GM and EM stream deliver Gaelic as L2. This work is embedded with schools delivering a specific GLE aspect of transition to high school. There has been a significant focus on supporting schools across the whole LA to deliver Gaelic as L3 from the Languages 1+2 Co-ordinator. This has been supported through partnership working with The Northern Alliance and language specialists nationally. Schools have been offered regular support from e-Sgoil and FèisSgoil. The up-take from schools is encouraging and further work will be undertaken in academic session 2023/24 to maximise the impact of this project and encourage schools within areas that do not deliver GME to engage.

Schools delivering GME are cognisant of the need to enrich their learner's curriculum through meaningful connections with the wider Gaelic speaking community. The majority of primary schools engage with their Gaelic speaking communities through partnership working, information sharing opportunities and outreach work.

### **Ionnsachadh na Gàidhlig / Learning Gaelic**

**Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?**

**How is the organisation increasing the learning of Gaelic?**

As previously stated, all GM provision in primary and some in secondary, provide opportunities for parents and carers, both existing and potential, to engage with the school to learn more about the children's learning and the opportunities for GM students to use Gaelic as part of a career choice. Partnership working with colleagues representing the Islands and Repopulation Scheme, using a grant from the Scottish Government, will link Fèisean nan Gàidheal with schools in Coll, Tiree and Bute to highlight the career opportunities for Gaelic speakers. This work will commence in Session 2023/24: Using a grant from The Scottish Government's Islands and Repopulation Scheme, the council has engaged Fèisean nan Gàidheal's formal education service, Fèisgoil, to offer island schools (on Coll, Tiree and Bute only) the opportunity to engage in a special one-off workshop in the new academic session, showcasing different opportunities available for learners and speakers of the language through a variety of contemporary industries.

Secondary GM and GL students have engaged in online Career Information sessions with SDS, e-Sgoil and A&B since the last monitoring report to BnG.

Delivering regular Gaelic Bookbug sessions in all areas with Gaelic Medium Education (GME). Bookbug sessions being delivered by the Furan Gaelic Administrator in Session 2022/23 in Oban, Appin and Dunoon across the course of the academic year. Weekly online Bookbug sessions for all ELC children across the LA delivered every Tuesday afternoon. Uptake is consistently good and Early Years are looking to provide Gaelic Bookbug training to practitioners so that each area can deliver in-person sessions.

All children transitioning from a GM ELC to P1 GME have experienced a Gaelic specific transition project – based on the book; 'The Everywhere Bear'. The Gaelic Administrator was instrumental in translating the book to Gaelic and was filmed delivering the story for use across all settings.

In rural settings P7 / S1 transition for GM pupils in on-going with opportunities for secondary staff to

teach in primary settings and for pupils to visit their receiving secondary school on a regular basis.

There is a continued focus on supporting schools across the authority to employ Gaelic as L3. The L1+2 Co-ordinator has worked in partnership with colleagues nationally to produce a wide range of interactive teaching resources, including the use of 'live' digital delivery. The bank of resources for non-Gaelic specialist teachers continues to grow and the LA is beginning to see the positive outcome for Gaelic language learning in all areas including those who, historically, have not delivered Gaelic Education previously.

Education continues to liaise with An Comunn Gàidhealach (CnaG). There is an Iomairt officer in Islay who supports the students to enter FilmG annually. Unfortunately CnaG have not been able to recruit an officer to the Oban area, although the funding from the LA/ BnG remains with CnP an Òbain. This situation is reviewed by CnaG on an annual basis.

Providing access to partnership specialist school support staff; the staged intervention process is followed regardless of educational medium. Children as much as possible are supported by Gaelic speaking staff. Children are supported in English only if necessary. All GME primary provisions have a Gaelic language auxiliary in post to support the fluency and learning of pupils.

Providing CLPL opportunities for all Gaelic Education staff - GME teaching staff were offered online training in the use of standardised assessments (MCNG). Uptake from primary practitioners was encouraging. Further training opportunities in MCNG will be offered in session 23/24.

The LA and Education Scotland delivered training in the use of the Primary One Literacy Assessment and Action resource (POLAAR) at the Scottish Learning Festival in 2021/22 and as a 'twilight' training for managers and class teachers this session.

There is a Gaelic Moderation Platform for primary GM practitioners to enable a collegiate approach to planning, teaching and assessment. Next session will see further opportunities for staff across the LA to 'partner' and work together to support best practice.

All secondary practitioners have worked in 'working groups' to moderate students' work at an SQA level with Islay HS including moderation activities for BGE. There has been a Progression Pathway for 3rd Level Gaelic Literacy produced for use across the LA.

The Local Authority continues to respond to requests for GMPE as per 2016 legislation. There is information for parents on the council's website. There have been no requests made since Bunesan in 2016.

Continuing to support those teachers in English Medium who wish to transfer to the Gaelic Medium sector by undertaking the Gaelic Immersion for Teachers course (GIFT) or equivalent. The provision replacing GIFT has been widely shared and publicised across all schools in the authority, and prospective applicants have been advised appropriately re strict BnG criteria for entry. No uptake at present. Further discussion with BnG ongoing re potential pathways into Gaelic teaching – there are a number of staff interested in this opportunity but none can commit to leaving home to study in Glasgow. There would be significant up-take if this offer were to become a distance learning course again.

## **A'cur air adhart na Gàidhlig / Promoting Gaelic**

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

### How is the organisation promoting a positive image of Gaelic?

Offering free Live Argyll venues for local provincial mods. This is in place and ongoing.

Promoting opportunities for Gaelic staff to work collaboratively across the Council to ensure a shared standard of achievement; the Gaelic Moderation Platform contains relevant documentation to support the effective delivery of GME and enables staff from across the LA to collaborate to ensure a shared understanding of standards.

The Gaelic Administrator in Furan continues to support primary schools in Oban with Mòd tuition – next session will see this opportunity delivered online to include pupils from across the LA. Most GM primary pupils have attended their local Mòd with some travelling a significant distance to attend the Oban Mòd – Sandbank PS in Dunoon.

Hosting a successful Royal National Mod (RNM). Council has an annual grant in place with An Comunn for the RNM to take place in Oban in 2024.

Including Gaelic in the CHArts (Culture Heritage and the Arts) initiative. This is complete and is reviewed annually. Gaelic culture is included in the vision, branding, manifesto, mission, and social and physical inclusion documents. CHArts has a Gaelic representative on the CHArts Steering group and now has a p/t Gaelic Culture Officer in post. This allows a strong Gaelic link into the development and delivery of projects. The Gaelic Culture Officer is developing a Gaelic Culture Strategy which will be complete in 2022/23.

Work with others to actively promote participation in the Royal National Mod. We have begun work with Royal National Mod committee/local Mod committee and partners in the run up to the Mod in 2024.

In particular we have established a working group to promote Gaelic to businesses with the aim of businesses providing a Gaelic welcome to those participating and attending the RNM.

Securing a higher profile and visibility for Gaelic and bilingualism in commercial, retail, food and drink and in tourism sectors. As appropriate Business Gateway Advisers will signpost businesses to bodies such as HIE and Bòrd na Gàidhlig that provide funding to businesses for promotion activity in Gaelic. The RNM Oban 2024 in Oban working group promoting Gaelic to businesses will also deliver this target.

Include the Gaelic language in the promotion of Argyll and Bute as a tourism destination. Bòrd na Gàidhlig has provided funding to VisitScotland to create and co-ordinate a Gaelic Tourism Strategy which includes the Argyll and Bute area.

Maximise the economic impact of Gaelic at events/festivals held in Argyll and Bute. The Council's Strategic Events and Festivals Grant funded 18 festivals that took place in the financial year 21/22. These included many Gaelic culture festivals such as Cowal Gathering, MOK Fest Argyll Gathering and many more.

Assisting in the development of the economic impact of the Royal National Mod. The Economic evaluation report commissioned by An Comunn Gàidhealach has been delivered.

Promoting Argyll and Bute as a place to undertake Film and TV work that involves Gaelic language and culture.

5 Gaelic Newsletters created and sent between December 2022 and June 2023 to 109 subscribers.

Work in partnership with Highlands and Islands Enterprise as in the development of Ar Stòras Gàidhlig. The council works with HIE and a range of partners to deliver on the foundational 'Ar Storas Gaidlig'. The council and partners established the Argyll and Bute Gaelic Partnership, to deliver key actions which were agreed as a result of the 2022 Gaelic Gathering. The council is also working in partnership regarding Gaelic through regular meetings with HIE Creative Industries and CHARTS, and is developing (2023) a project with partners to promote Gaelic to businesses in Oban ahead of the Royal National Mod in 2024.

Involving Bòrd na Gàidhlig in Argyll and Bute Community Planning Partnership. Ongoing.

Increasing Gaelic content on 'The Hub' and website. Ongoing.

Promoting good news stories in and relating to Gaelic. Ongoing.

Ensuring mail and email received in Gaelic will be responded to in Gaelic. Ongoing.

Ensuring complaints received in Gaelic are responded to in Gaelic within timescale. Ongoing.

Ensuring the bilingual welcome for Council Reception staff is standard. Ongoing.

Opening Committee meetings with a Gaelic greeting. Ongoing.

Including Gaelic media organisations in the distribution of all council press releases. Ongoing.

Increase the general community's knowledge and understanding of the benefits and aims of Gaelic/the Gaelic Plan in Argyll and Bute through the Gaelic Forum Facebook Page, other social media and Gaelic Medium units and the Gaelic Gathering/Gaelic Forum/Partnership. Ongoing.

**Fiosrachadh dearcnachaidh eile**  
**Other monitoring information**

**A' brosnachadh Foghlam Gàidhlig**  
**Promotion of Gaelic Education**

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach  
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleastanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

There is clear and easily found guidance on this on the Council's website [Requests for Gaelic Medium Education \(argyll-bute.gov.uk\)](https://www.argyll-bute.gov.uk/requests-for-gaelic-medium-education)

**Pàrantan Corporra**  
**Corporate Parenting**

Chan fheum ach Pàrantan Corporra seo a lìonadh a-steach  
For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

We currently have no Gaelic speaking care experienced young people in the authority.



Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras. Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

Gaelic speaking young people have access to all the Gaelic speaking activities of mainstream pupils in A&B. Additionally we have connections through the Young Islanders Network which is predominantly based in Comhairle Nan Eilean Siar and through these they can access Gaelic activity if desired/required.

If a young person required anything beyond that we would negotiate with CNES for further access through Esgoil.

### Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig? Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

Geographical remoteness from centres of learning due to the remote and island nature of our council area. ICT and remote delivery of classes, conversation and networking opportunities, which were increased during Covid, are contributing to tackling this barrier.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

Geographical distance and teacher recruitment are the main challenges to learning Gaelic, as well as other subjects, in Argyll and Bute. We have 23 inhabited islands and many small communities and the availability of specifically qualified teachers varies from location to location. In order to overcome these barriers, we have been developing use of ICT connectivity across all areas of services that we deliver. We are actively developing a leading approach to the use of remote classroom learning, where young people can join their peers and teacher in different physical learning centres to learn language, or any other subject, together. This has an important positive impact on inclusion and removing geographical barriers and is essential to maximizing the impact of pressurized resources and improve accessibility right across our very large and complex geography.

In terms of community learning of Gaelic, through our survey, people have told us that their preferred way of learning is engaging in online and mostly for social or hobby purposes. More detail on this will be reported in the next monitoring report.

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

The Argyll Gaelic gathering has been very well received. We have held three - the most recent of which was in 2022. This has brought together people interested in Gaelic language and culture from across Argyll and Scotland. The sharing of interest in and use of the language has highlighted the rich diversity of the Argyll dialects, from Tiree and Islay to Mid Argyll and Cowal.

The appointment of a Gaelic Development Worker, supported by GLAIF, has had a positive impact on increased numbers of social media promotions and engagements, the carrying out of a Gaelic survey to gauge areas of interest and the introduction of online music events to showcase musical talent from Argyll. The post holder also gathered and analysed the results of the engagement work at the Gathering and associated survey work, which has resulted in a comprehensive Gaelic Community Action Plan that has been taken forward by our Gaelic Development Worker (part time), supported by the Gaelic CHArts officer (part time) with other partners contributing. This has brought momentum to community connections around Gaelic in Argyll and Bute, both virtually and in person. The plan is monitored at our Gaelic Policy Lead meeting.

<b>Amasan airson Seirbhisean Corporra</b>	<b>Corporate Service Aims</b>			
Àrd Phrionnsabalan	Overarching Principles			
<p><b>Spèis Cho-ionann</b> A h-uile gealladh anns a’ phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.</p>	<p><b>Equal Respect</b> Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>	All correspondence or other approach in Gaelic is responded to in Gaelic		
<p><b>Cothroman Follaiseach</b> Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p><b>Active Offer</b> Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>	Our Gaelic facebook page and group continue to grow with excellent interactions by communities and employees		
<p><b>Treas Phàrtaidhean</b> A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarras phoblach a chur an gnìomh.</p>	<p><b>Third Parties</b> Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>	LiveArgyll support local Mod venues		
<p><b>Gàidhlig na nì àbhaisteach</b> Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarras phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p><b>Normalisation</b> Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>	We take a continuous improvement approach to appropriate normalisation of Gaelic		
<p><b>Pàrantan Corporra</b> Gu bheillear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.</p>	<p><b>Corporate Parenting</b> That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.</p>	Although we currently have no Gaelic speaking care experienced young people, tThe Council is aware through the CEO and CSWO		

Inbhe	Status			
<p><b>Suaicheantas</b> Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.</p>	<p><b>Logo</b> Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>	A draft logo has been developed and is making its way through governance processes		
<p><b>Soidhnichean</b> Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>	All signage is bilingual – see earlier measure		
Conaltradh leis a' phoball	Communicating with the public			
<p><b>Brosnachadh</b> Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>	In place		
<p><b>Conaltradh sgrìobhte</b> Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	In place		
<p><b>Ionad-fàilte agus am fòn</b> Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p><b>Reception and phone</b> Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>	In place where employees speak Gaelic		
<p><b>Coinneamhan</b> Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	This is picked up particularly around meetings on the Gaelic Gathering and Gaelic Partnership		

Fiosrachadh	Information			
<p><b>Fiosan-naidheachd</b> Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p><b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>We have found engagement to be much better through social media, so have focused on increasing accessibility and reach there rather than in press releases which had extremely limited reach</p>		
<p><b>Meadhanan sòisealta</b> Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p><b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>Argyll Gaelic Forum fb page and group <a href="#">(20+) Argyll Gaelic Forum   Facebook</a></p>		
<p><b>Làrach-lìn</b> Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p><b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p><a href="#">Gaelic in Argyll and Bute - Gàidhlig ann an Earra-Ghàidheal is Bòd   Argyll and Bute Council (argyll-bute.gov.uk)</a></p>		
<p><b>Irisean Corporra</b> Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p><b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	<p>Where appropriate publications are bilingual</p>		
<p><b>Taisbeanaidhean</b> Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p><b>Exhibitions</b> Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>	<p>Being taken forward by CHArts</p>		
Corpas na Gàidhlig	Gaelic Language Corpus			
<p><b>Gnàthachas Litreachaidh na Gàidhlig</b> Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p><b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>In place</p>		

Luchd-obrach	Staff			
<p><b>Sgrùdadh Luchd-obrach</b> Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.</p>	<p><b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>Following a drop off of interest and attendance, engagement carried out in 2023 on appetite for Gaelic Skills Development. Audit will be carried out during life of new plan. The findings were submitted to BnG in support of a Gaelic Language Plans Grant bid in 2023.</p>		
<p><b>Inntrigeadh</b> Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.</p>	<p><b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>The induction programme is currently being reviewed</p>		
<p><b>Trèanadh cànan</b> Trèanadh ann an sgilean Gàidhlig ga thabhan agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.</p>	<p><b>Language training</b> Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>Currently reviewing our approach to Gaelic language learning in the workplace with a view to taking a new approach in 2023</p>		
<p><b>Trèanadh le Fiosrachadh mun Ghàidhlig</b> Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p><b>Awareness training</b> Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.</p>	<p>After a tail off in interest, a new approach will be implemented from 2023 with new opportunities for senior staff and decision makers</p>		
<p><b>Fastadh</b> A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.</p>	<p><b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process.</p>	<p>In place</p>		
<p>Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.</p>	<p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	<p>In place for appropriate roles</p>		
<p>Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.</p>	<p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>In place</p>		