



## **COMHAIRLE EARRA-GHÀIDHEAL AGUS BHÒID**

### **PLANA GÀIDHLIG 2008/09-2011/12**

Chaidh Plana Gàidhlig Comhairle Earra-Ghàidheal agus Bhòid ullachadh fo earrainn 3 de dh'Achd na Gàidhlig (Alba) 2005, agus chaidh aontachadh le Bòrd na Gàidhlig air 17mh an t-Ògmhios 2008.

Tha e na amas do Chomhairle Earra-Ghàidheal is Bhòid daoine a bhrosnachadh gus Gàidhlig a chleachdadh tro bhith a' leudachadh àireamh nan seirbheisean agus nan goireasan Gàidhlig aca. Bidh a' chiad Phlana Gàidhlig na bhun-stèidh air am faodar togail.

## 1. RO-RÀDH

- 1.1 Chaidh Achd na Gàidhlig (Alba) 2005 aontachadh ann am Pàrlamaid na h-Alba ann an 2005, agus e mar amas inbhe na Gàidhlig a ghleidheadh mar chànan oifigeil ann an Alba air a bheil an aon mheas 's a tha air a' Bheurla.
- 1.2 'S e prìomh cheann-uidhe na h-Achd cleachdadh na Gàidhlig ann am beatha phoblach na h-Alba a bhrosnachadh, agus barrachd Gàidhlig san dachaigh, sa choimhearsnachd, agus ann an àrainneachdan ionnsachaidh is obrach a phiobrachadh.
- 1.3 Mar phàirt de dh'Achd na Gàidhlig, chaidh buidheann, Bòrd na Gàidhlig, a stèidheachadh gus cleachdadh na Gàidhlig agus tuigse air a' Ghàidhlig a bhrosnachadh. 'S e th' ann am Bòrd na Gàidhlig Buidheann Phoblach Neo-Roinneil a chaidh a stèidheachadh fo reachdas ann an 2006. 'S iad dleastanasan Bòrd na Gàidhlig:
  - a) Ag ullachadh is a' foillseachadh Plana Nàiseanta na Gàidhlig
  - b) An t-Ùghdarras a bhith cur fios gu cuid a bhuidhnean poblach ag iarraidh orra Planaichean Gàidhlig ullachadh is fhoillseachadh a bhios a' bualadh air an cuid obrach is dhleastanasan
  - c) A' toirt seachad stiùireadh a thaobh Foghlam Gàidhlig.
- 1.4 Tha am Bòrd air a mhaoineachadh le Ministearan na h-Alba agus cunntachail dhaibh. Tha am Bòrd ag obair gu dlùth ri Riaghaltas na h-Alba, buidhnean poblach agus luchd-compàirt cudromach eile, agus feadhainn de na buidhnean Gàidhlig agus buidhnean coimhearsnachd nam measg.
- 1.5 Ann am Plana Nàiseanta na Gàidhlig a chaidh fhoillseachadh ann an 2007, tha am Bòrd a' dèanamh soilleir gu bheil àite cudromach aig gach buidheann ann an Alba ann a bhith dèanamh cinnteach gum mair a' Ghàidhlig san àm ri teachd agus gum bu chòir dhaibh coimhead gu dealasach ri dè 's urrainn dhaibh a dhèanamh gus taic a chumail ris a' chànan. Tha am Plana Nàiseanta ag amas air rùn a' Bhùird a chur an gnìomh: 'cànan fallain, beothail far am bi cleachdadh, luach agus urram a' chànan a' fàs ann an Alba ioma-chultarach, ioma-chànanach an latha an-diugh'.
- 1.6 Faodaidh Bòrd na Gàidhlig iarraidh air buidheann poblach Plana Gàidhlig ullachadh, nuair a tha iad ga mheas iomchaidh, agus às dèidh dhaibh coimhead air cia mheud duine a dh'fhaodadh seirbheisean Gàidhlig na buidhne a chleachdadh agus dè na cothroman a dh'fhaodadh a bhith ann cleachdadh na Gàidhlig a leudachadh ann an obair is seirbheisean na buidhne.
- 1.7 Bha Comhairle Earra-Ghàidheal is Bhòid am measg a' chiad sia buidhnean poblach ann an Alba a fhuair fios reachdail bho Bhòrd na Gàidhlig ag

iarraidh orra Plana Gàidhlig a dhèanamh. Bha Comhairle Earra-Ghàidheal is Bhòid mothachail don Phlana Nàiseanta agus an sgrìobhainn oifigeil, ‘Stiùireadh air Deasachadh Phlanaichean Gàidhlig’ a dh’fhoillsich Bòrd na Gàidhlig, ann a bhith ag ullachadh a’ phlana againn.

1.8 Cuiridh Comhairle Earra-Ghàidheal is Bhòid am prionnsabal an gnìomh, a chaidh fhoillseachadh ann am Plana Nàiseanta na Gàidhlig, gun toirear spèis cho-ionnan don Ghàidhlig agus don Bheurla.

#### 1.9 **Cairt Eòrpach nam Mion-chànanan**

Tha e mar dhleastanas air Riaghaltas an h-Alba molaidhean Cairt Eòrpach nam Mion-chànanan no Cànanan Roinneil a leantainn, a chaidh a dhealbh ann an 1992 le Comhairle na h-Eòrpa. Chaidh a’ Chairt a dhealbh gus an cothrom a thoirt do luchd-labhairt chànan roinneil no mhion-chànan an cànan sin a chleachdadh nam beatha phoblach no phrìobhaideach. Chuir Riaghaltas na Rìoghachd Aonaichte a ainm ris a’ Chairt ann an 2001 airson Gàidhlig na h-Alba. Tha e mar dhleastanas air Riaghaltas na h-Alba, ri linn aonta na Rìoghachd Aonaichte, siùil a chur an gnìomh a thaobh foghlaim, cùisean cùirt, rianachd ionadail, na meadhanan, cultar, a’ bheatha eaconomach agus shòisealta aig daoine agus a thaobh iomlaid thar chrìochan nàiseanta.

## 2. COMHAIRLE EARRA-GHÀIDHEAL AGUS BHÒID

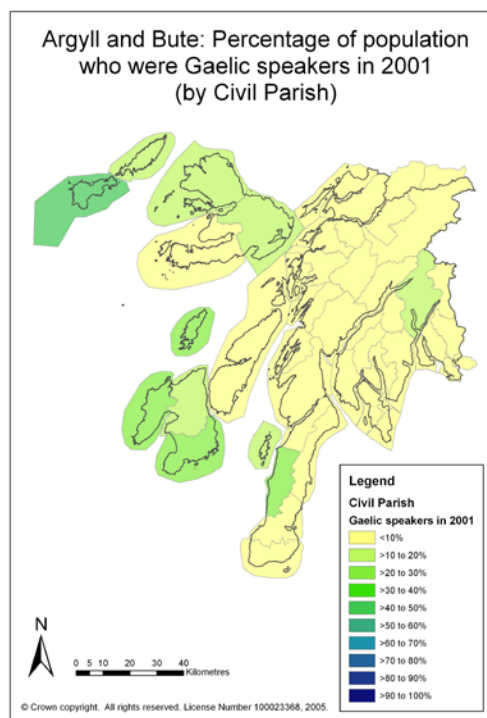
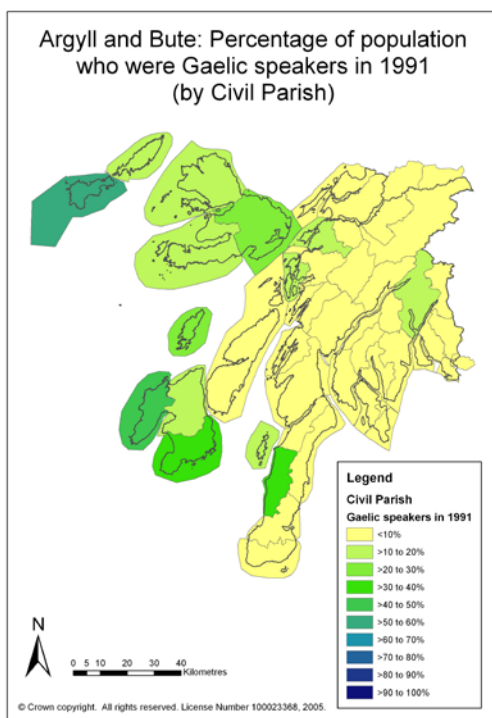
- 2.1 Tha Comhairle Earra-Ghàidheal agus Bhòid air aon de 32 mòr-ùghdarrasan ionadail ann an Alba. Tha e an urra rithe grunn sheirbheisean a bhuileachadh, nam measg tha foghlam, sochairean sòisealta, làimhseachadh òtrachais, càradh rathaidean poblach (ach prìomh rathaidean), riaghladh dealbhachaidh is togail, taigheadas far a bheil feum, slàinte na h-àrainneachd, cur-seachadan is cultar, agus planadh èiginneach.
- 2.2 Chaidh a' Chomhairle a stèidheachadh air 1 Giblean 1996 às dèidh atharrachaidhean ann an riaghladh ionadail na h-Alba. Thàinig a' chomhairle gu bith le bhith cur còmhla seann Chomhairle Roinneil Earra-Ghàidheal is Bhòid, pàirt dhen sgìre a chleachd a bhith fon ainm Comhairle Sgìreil Dhùn Bhreatainn, seann Earra-Ghàidheal agus cuid de na fo-sgìrean ann an Dùn Bhreatainn a chleachd a bhith ann an Roinn Shrath Chluaidh.
- 2.3 An-diugh, 's i Comhairle Earra-Ghàidheal is Bhòid an dàrna comhairle as motha a th' ann a thaobh farsaingeachd tìre am measg nan 32 comhairlean ann an Alba ach a thaobh sluagh 's i an 22 tè as motha a-mach à 32. Bha 91306 duine a' fuireach ann a-rèir Cunntas-sluaigh 2001. Tha Earra-Ghàidheal agus Bòid a' gabhail a-staigh cha mhòr 10% de thìr na h-Alba ach tha nas lugha de 2% dhen t-sluagh a' fuireach ann.
- 2.4 Ann an Earra-Ghàidheal agus Bòid bho An Apainn aig Tuath, gu Ceann Loch Chille Chiarain aig Deas, tha 100 mìle a dh'astar agus bho Thiriodh san Iar gu Baile Eilidh sar Ear tha astar 80 mìle eile. Tha daoine a' fuireach ann an 25% de dh'eileanan Earra-Ghàidheal agus Bhòid, agus tha cha mhòr 20% de shluagh na roinne a' fuireach ann an eilean. 'S e eileanan a th' ann an 33% de sgìre Earra-Ghàidheal agus Bhòid.
- 2.5 Tha an cruinn-eòlas sònraichte air caochladh chultaran a dhealbh a tha cho eadar-dhealaichte ris an iomadh seòrsa cruth-tìre anns a bheil iad a' fuireach agus seo a' fàgail Earra-Ghàidheal agus Bòid na àite air leth agus intinneach airson fuireach no tadhal.
- 2.6 Tha còig roinnean obrach aig Comhairle Earra-Ghàidheal is Bhòid: Aonad an Àrd-oifigeir, Seirbheisean Corporra, Seirbheisean Coimhearsnachd, Seirbheisean Leasachaidh agus Seirbheisean Gnìomhach.
- 2.7 Tha 4 roinnean riaghlaidh aig a' Chomhairle: Meadhan Earra-Ghàidheal, Cinn Tìre agus na h-Eileanan, An t-Òban, Latharna agus na h-Eileanan, Bòid agus Comhghall, Baile Eilidh agus Laomainn.
- 2.8 'S iad siùil riaghlaidh phoilitigeach na Comhairle:
  - a) Comhairle Iomlan de 36 ball a chaidh a thaghadh a tha frithealadh air 11 roinnean iomadh-ball

- b) Aon Chomataidh Riaghlaidh air a thaghadh gu cothromach a thaobh dìlseachd phoilitigeach agus riochdachadh sgìrean
- c) Comataidhean Roinneil airson nan ceithir roinnean riaghlaidh ann an Earra-Ghàidheal agus Bhòid
- d) Buidhnean Coileanadh Phoileasaidhean a tha a' coimhead air Cùisean Sòisealta, an Eaconomaidh, an Àrainneachd agus Adhartas le Eagrachadh na Buidhne.

2.9 Gu h-eachdraidheil, 's e Earra-Ghàidheal dachaigh Ghàidheil na h-Alba. Tha an ath earrainn a' mìneachadh ann an dòigh nas mionaidiche de an uiread de dh'ùidh a th' aig daoine anns a' Ghàidhlig agus gu de an ìre a tha iad ga cleachdadh ann an Earra-Ghàidheal agus Bòid.

### 3. CLEACHDADH AGUS ÙIDH SA GHÀIDHLIG

Tha na dealbhan gu h-ìosal a' sealltainn crìonadh luchd-labhairt na Gàidhlig ann an sgìre Earra-Ghàidheal is Bhòid eadar an cunntas-sluaigh a chumadh ann an 1991 agus an cunntas-sluaigh a chumadh ann an 2001. Dh'fhaodadh gur e bu chòireach gun d'fhàin daoine aig nach robh Gàidhlig a dh'fhuireach san sgìre a lùghdaich na h-àireamhan às a' cheud, a bharrachd air na h-àireamhan de sheann daoine le Gàidhlig a' dol sìos.



#### 3.1 Dàta Cunntas-sluaigh 2001

- 3.1.1 Chaidh am fiosrachadh a leanas a thogail bho Chunntas-sluaigh 2001 anns an deach ceithir ceistean a chur air muinntir na h-Alba mu dheidhinn na Gàidhlig – am b' urrainn dhaibh Gàidhlig labhairteach a thuigsinn, Gàidhlig a bhruidhinn, Gàidhlig a leughadh no Gàidhlig a sgrìobhadh.
- 3.1.2 Lùghdaich an àireamh de luchd-labhairt na Gàidhlig ann an Earra-Ghàidheal agus Bòid eadar 1991 is 2001, mar a lùghdaich i ann an Alba san fharsaingeachd. Bha lùghdachadh 15% de luchd-labhairt na Gàidhlig ann an Earra-Ghàidheal agus Bòid san ùine sin; ge-tà, bha àrdachadh beag de 3% san àireamh de dhaoine a b' urrainn Gàidhlig a leughadh agus de 5% san àireamh de dhaoine a b' urrainn Gàidhlig a sgrìobhadh.
- 3.1.3 Bha beagan comais sa Ghàidhlig aig 7% de dhaoine a bha 3 bliadhna agus nas sine ann an 2001. Am measg na feadhna seo thuir 5.2% gun robh iad comasach air a' chànan a bhruidhinn, a leughadh no a sgrìobhadh.

- 3.1.4 Chaidh an àireamh de dhaoine òga eadar 3 is 24 bliadhna a dh'aois ann an Earra-Ghàidheal agus Bòid a tha a' bruidhinn Gàidhlig suas. B' e a chaochladh a bha fìor mun fheadhainn nas sine na 25 bliadhna a dh'aois.
- 3.1.5 Thathar a' cleachdadh Gàidhlig barrachd ann an Eileanan a' Chuain Siar na ann an àite sam bith eile ann an Earra-Ghàidheal agus Bòid. A rèir Cunntas-sluaigh 2001, bha 48.6% de mhuinntir Thiriodh aois 3 no nas sine a' bruidhinn Gàidhlig. B' iad daoine a bhuineadh do dh'Eaglais na h-Alba an fheadhainn a bu bhualtiche a bhith le comas air choireigin sa Ghàidhlig.
- 3.1.6 Ann an Earra-Ghàidheal agus Bòid, bha obair làn-thìde aig 37% de na daoine le comas sa Ghàidhlig eadar 16-64 bliadhna a dh'aois. Chaill Earra-Ghàidheal agus Bòid 1% de na daoine bhon sgìre a bha a' bruidhinn Gàidhlig ri linn imrich gu ceàrnaidhean eile de dh'Alba.
- 3.1.7 Tha sia bun-sgoiltean san roinn ùghdarras an-dràsta a tha a' tabhann foghlam tro mheadhan na Gàidhlig far a bheil a h-uile cuspair air a theagasg le tidsearan a tha fileanta sa Ghàidhlig.
- 3.1.8 Tha ceithir àrd-sgoiltean ann an-dràsta a tha a' tabhann Gàidhlig (Luchd-ionnsachaidh) agus Gàidhlig suas gu Sàr Àrd-ìre. Tha dà àrd-sgoil ann an-dràsta a tha a' tabhann chuspairean tro mheadhan na Gàidhlig aig toiseach na h-àrd-sgoile. Tha cuideachd aon àrd-sgoil an-dràsta a tha a' tabhann Gàidhlig ann an club taobh a-muigh a' chlàir-oideachais.

### **3.2 Ionad Chalum Chille Ìle**

- 3.2.1 Tha Ionad Chalum Chille Ìle ag obair ann an Ìle ann an compàirt ri Sabhal Mòr Ostaig, a' Cholaiste Ghàidhlig san Eilean Sgitheanach. Tha an t-ionad a' lìbhrigeadh taghadh de chùrsaichean ann an Gàidhlig ann am foghlam àrd-ìre agus adhartach. Cheumnaich a' chiad trìuir oileanach le BA bho Ionad Chalum Chille Ìle san t-Sultain 2005 agus iad a' toirt a-mach Ceum BA ann an Gàidhlig agus Cuspairean Co-cheangailte agus fhuair oileanach eile Teisteanas Foghlaim Àrd-ìre.
- 3.2.2 Chaidh Ionad Chalum Chille Ìle a mholadh mar sàr eisimpleir do dh'ionadan roinneil ann an àiteachan eile san dùthaich. Ann an ùine ghoirid, tha an t-ionad a-nis air a stèidheachadh mar ionad ionnsachaidh cànan agus cultarach a tha comasach air frithealadh air feumalachdan choimhearsnachdan Ìle agus a tha air tachartasan nàiseanta is eadar-nàiseanta agus luchd-tadhail bho air feadh an t-saoghail a tharraing a dh'Ìle.

### **3.3 Sgrùdadh Luchd-obrach Comhairle Earra-Ghàidheal is Bhòid**

- 3.3.1 Rinn Comhairle Earra-Ghàidheal agus Bhòid sgrùdadh air luchd-obrach san Dàmhair 2006 agus fhreagair 20%. Thuir 95% den fheadhainn a fhreagair

nach eil comas sam bith aca ann an Gàidhlig. Mu choinneamh sin, cha b' urrainn ach 4% Gàidhlig a bhruidhinn, b' urrainn beagan a bharrachd air 3.5% Gàidhlig a leughadh agus bha nas lugha na sin comasach air Gàidhlig a sgrìobhadh.

- 3.3.2 Cha robh mòran diofar idir eadar fireannaich is boireannaich a thaobh chomasan Gàidhlig, ged a bha an coltas am measg nam fireannach gun robh àireamh nas motha le comas labhairt na bha le comas leughaidh agus sgrìobhaidh.
- 3.3.3 A rèir suirbhìdh an luchd-obrach, b' ann an sgìre Bhaile Eilidh agus Laomainn a bu treise eòlas air a' Ghàidhlig am measg luchd-obrach, agus an uair sin san Òban, Latharna agus na h-Eileanan agus b' ann am Bòid is Comhghall a bha an ìre a b' isle.
- 3.3.4 San fharsaingeachd bha barrachd chomasan Gàidhlig aig daoine nas sine, ge-tà cha robh seo fìor mun bhuidhinn eadar 25-34 bliadhna a dh'aois far a bheil an ìre de chomasan Gàidhlig cha mhòr cho àrd ris a' bhuidhinn eadar 55-64 bliadhna a dh'aois agus iadsan a tha a tha nas sine na 60.
- 3.3.5 Nochd barrachd is trian dhen fheadhainn a fhreagair gu bheil iad deònach Gàidhlig ionnsachadh. B' ann san Òban, Latharna agus sna h-Eileanan a bha an àireamh a bu mhotha de dhaoine a bha deònach ionnsachadh agus b' ann am Bòid agus Comhghall a bha an àireamh a bu lugha. Mar as sine a tha daoine ge-tà, 's ann as ain-deònaiche a tha iad Gàidhlig ionnsachadh.
- 3.3.6 Tha an ìre de chomasan Gàidhlig am measg luchd-obrach Comhairle Earra-Ghàidheal agus Bhòid gu math faisg air an ìre a gheibhear ann an Earra-Ghàidheal agus Bòid san fharsaingeachd agus pìos math nas àirde na an ìre nàiseanta. Cha robh mòran diofar a thaobh ghnè ach bha beagan diofar eadar na ceithir roinnean riaghlaidh a thaobh chomasan Gàidhlig agus deòn a bhith ga h-ionnsachadh. Bha barrachd dhaoine le comas sa Ghàidhlig am measg daoine nas sine ach bha na bu lugha dhiubh a bha deònach Gàidhlig ionnsachadh.
- 3.3.7 Le bhith coimhead air builean cunntas-sluaigh 2001 agus suirbhìdh an luchd-obrach a chùim Comhairle Earra-Ghàidheal agus Bhòid ann an 2006, lorg sinn far a bheil a' Ghàidhlig agus far a bheilear ga cleachdadh ann an coimhearsnachdan san roinn ùghdarras. Ri linn seo tha sinn air sgìrean a chomharrachadh far am faod a' Chomhairle a' gealltainn gun toir i spèis cho-ionnan don Ghàidhlig agus don Bheurla agus tha iad air an sealltainn sna Bun-Dhleastanasan a chithear nas fhaide sa Phlana.



## 4. BUN-DHLEASTANASAN

Tha an earrainn seo dhen Phlana stèidhichte air na Bun-Dhleastanasan a tha air an comharrachadh ann an Stiùireadh air Deasachadh Phlanaichean Gàidhlig.

Tha an earrainn seo a' cur an cèill mar a chleachdas a' Chomhairle Gàidhlig ann am pròiseasan taobh a-staigh na Comhairle, rudan mar an ìomhaigh chorporra, conaltradh, stuthan foillsichte agus gnothaichean luchd-obrach, agus mar a chleachdar Gàidhlig an lùib nan seirbheisean a tha a' Chomhairle a' libhrigeadh. Mar a thathar ag iarraidh fo earrainn 3(4)(b) de Achd 2005, tha clàr-ama san earrainn seo airson coileanadh nan dleastanasan.

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b><u>AITHNE:</u></b> <b>Aithne Chorporra</b> Faodaidh Gàidhlig anns an aithne chorporra aig ùghdarras poblach cur gu mòr ri faicsinneachd a' chànain, agus tha e na theachdaireachd chudromach gu bheil an t-ùghdarras poblach a' cur meas air a' Ghàidhlig agus mar a bhios e a' toirt àite dhi.</p>	<p>Thèid Stiùireadh Deilbh Stuthan Foillsichte na Comhairle ùrachadh gus spèis cho-ionann a thoirt don Ghàidhlig agus don Bheurla agus gus frithealadh air feumalachdan airson pàipearachd, soidhnichean charbadan, soidhnichean (sealach / maireannach) agus bràistean aithneachaidh san dà chànain.</p> <p>An lùib a bhith cruthachadh ìomhaigh airson Earra-Ghàidheal is Bòid thèid Dualchas na Gàidhlig a shanasachd, (m.e. Tha a' Chomhairle na com-pàirtiche ann an Cearcaill na Gàidhlig, Sreath de Thurasan timcheall nan eilean air Cost an Iar na h-Alba).</p> <p>Coimheadaidh agus beachdaichidh a' Chomhairle, le taic bho Bhòrd na Gàidhlig, air diofar dhreachdan de shuaicheantas dà-chànanaich don Chomhairle gus am bi roghainnean ann air am faod comhairlichean, aig coinneamh iomlan na Comhairle, beachdachadh ro dheireadh 2009.</p>	<p>Seirbheisean Corporra/ Conaltraidh</p> <p>Stiùiriche Sheirbheisean Leasachaidh</p> <p>Manaidsear Conaltraidh</p>	<p>2008 airson Stuth san Stiùireadh Deilbh agus an uair sin ùrachadh nuair a dh'fheumar</p> <p>2008 - 2011</p>

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Soidhnichean (a-staigh agus a-muigh)</b> Coltach ri aithne chorporra, faodaidh cleachdadh na Gàidhlig air soidhnichean cur gu mòr ri faicsinneachd na Gàidhlig. Faodaidh leudachadh air cleachdadh na Gàidhlig tro shoidhnichean cur ri briathrachas luchd-cleachdaidh na Gàidhlig cuideachd agus cur ri leasachadh a' chànain.</p>	<p>Cuiridh sinn soidhnichean dà-chànanach suas a-staigh agus a-muigh an àite seann shoidhnichean, mar a dh'fheumar. Atharraichear soidhnichean an toiseach ann an àiteachan a tha air an comharrachadh agus soidhnichean eile nuair a tha iad feumach air ùrachadh.</p> <p>Soidhnichean ùra dà-chànanach a-staigh agus a-muigh an àite seann shoidhnichean ann am bun-sgoiltean is àrd-sgoiltean.</p>	<p>Ceannard Sheirbheisean Ghoireasan Ceannard Rathaidean is Sheirbheisean Ghoireasan</p> <p>Ceannard Dealbhachaidh is Coileanaidh</p>	<p>2008: sgìrean le prìomhachas (An t-Òban, Latharna agus na h-Eileanan, Cinn Tìre agus na h-Eileanan). 2009 - 2010: bidh soidhnichean a tha feumach air ùrachadh dà-chànanach</p> <p>2008</p>
<p><b>CONALTRADH:</b> <b>Fàilteachas</b> Tha cleachdadh na Gàidhlig aig a' chiad àite a thachras am poball ri ùghdarras poblach a' meudachadh na bhios ri chluinntinn den chànan, agus a' cur ris a' mhothachadh gu bheil comas agus cothrom aca Gàidhlig a chleachdadh. Cho</p>	<p>Fiosan comhairleachaidh air ainmean Gàidhlig agus tiotalan gan toirt do luchd-obrach san t-Seòmar Puist agus aig an Ionad Fàilte mar fhiosrachadh.</p> <p>Bidh bràiste aig luchd-obrach le Gàidhlig gu sealltainn do dhaoine gu bheil an comas sin aca agus gu bheil cothrom ann bruidhinn riutha ann an Gàidhlig.</p>	<p>Ceannard Sheirbheisean Deamocratach agus Riaghlaidh (còmhla ri luchd-solarachaidh bhon taobh a-muigh)</p> <p>Ceannardan Sheirbheisean</p>	<p>2008</p>

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p>math ri bhith ag àrdachadh làthaireachd a' chànain, tha e cuideachd a' cruthachadh chothroman an cànan a chleachdadh agus a' toirt misneachd don phoball Gàidhlig a chleachdadh nuair a tha iad a' dèiligeadh ris an ùghdarras phoblach a-rithist.</p>	<p>Thèid luchd-obrach a tha ag iarraidh Gàidhlig ionnsachadh a bhrosnachadh sin a dhèanamh agus thèid luchd-labhairt na Gàidhlig a bhrosnachadh gu a cleachdadh. Thèid an luchd-obrach seo a chomharrachadh tro shuirbhidhean luchd-obrach no tro Sgrùdaidhean Leasachaidh Pearsanta.</p>	<p>Ceannardan Sheirbheisean</p>	<p>2008 - 2011</p>
<p><b>Fòn</b> Tha cleachdadh na Gàidhlig ann a bhith dèiligeadh ris an ùghdarras air a' fòn cudromach gus cothroman pragtaigeach a chruthachadh airson an cànan a chur gu feum, agus los gum fàs daoine mothachail air a' chothrom a bhios ann a chleachdadh agus gun cuirear fàilte air sin.</p>	<p>Gheibh luchd-obrach taic Gàidhlig ionnsachadh ma tha iad ga iarraidh (faicibh ionnsachadh cànan).</p> <p>Cleachdaidh sinn Gàidhlig air a' fòn nuair a tha e freagarrach, agus bheirear prìomhachas don Ionad Conaltraidh, Tiriodh agus Ìle. Thèid sanasachd a dhèanamh air loidhne fòn Ghàidhlig, a chuireas daoine troimhe gu luchd-obrach le Gàidhlig mar a dh'fheumar, agus nuair a ghabhas seo a dhèanamh.</p>	<p>Ceannardan Sheirbheisean</p> <p>Ceannardan Sheirbheisean</p>	<p>2008 - 2011</p> <p>2008</p>

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
<b>Post agus Post-dealain</b> Tha cleachdadh na Gàidhlig ann an litrichean agus puist-dealain gu agus bho ùghdarras poblach a' toirt cothrom air a' Ghàidhlig a chleachdadh ann an dà dhòigh conaltraidh chudromach. Tha cleachdadh na Gàidhlig anns na modhan conaltraidh seo a' toirt chothroman do luchd-labhairt na Gàidhlig an cànan a chleachdadh ann an caochladh shuidheachaidhean.	<p>Nochdar spèis gu dà-chànanach ann an litrichean agus puist-dealain.</p> <p>Freagraidh sinn conaltradh a gheibhear sa Ghàidhlig le bhith cleachdadh eadar-theangairean bho thaobh a-muigh na buidhne. Nì sinn ar dìcheall freagairt Ghàidhlig a chur a-mach a cheart cho luath 's a dh'ìarradh daoine sin ann am Beurla.</p> <p>Brosnaichidh sinn còraichean dhaoine air cleachdadh na Gàidhlig le bhith ag innse ann an sanasan, stuthan-foillsichte agus m.s.s.a., mu na sgrìobhainnean Gàidhlig is an luchd-obrach Gàidhlig a th' ann.</p>	<p>Ceannardan Sheirbheisean</p> <p>Ceannardan Sheirbheisean</p> <p>Ceannardan Sheirbheisean</p>	<p>Bho 2008</p> <p>2009</p>

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Foirmichean</b> Faodaidh cothrom air cleachdadh na Gàidhlig air foirmichean na comhairle cur gu mòr ris na cothroman air a' chànan a chleachdadh. Faodaidh e cuideachd cur gu mòr ri faicsinneachd agus cliù a' chànan. Cuidichidh foirmichean air an tionndadh gu Gàidhlig, iarrtasan agus sgrìobhainnean eile dhen t-seòrsa sin le bhith meudachadh briathrachas na Gàidhlig agus mothachadh dhaoine gu bheil Gàidhlig air a' bhriathrachas sin, agus sin a' cuideachadh leasachadh a' chànan.</p>	<p>Obraich còmhla ri ùghdarrasan ionadail eile a thaobh: bun-sgrìobhainnean dà-chànanach de dh'fhoirmichean a dh'fhaodadh a roinn eadar na comhairlean.</p> <p>Comharraich foirmichean a nì sinn gu dà-chànanach, nam measg Foirmichean Ghearanan; stiùireadh do luchd-obrach a thaobh a bhith dèiligeadh ri foirmichean lìonta ann an Gàidhlig.</p> <p>Cead Ùghdarrais Catharra: foirm coitcheann – obraich ann am compàirt ri ùghdarrasan eile gus raointean co-obrachaidh a chomharrachadh agus dèan sgrùdadh air an fhiosrachadh a tha a dhìth gus foirm Gàidhlig a dhèanamh.</p> <p>Nì sinn sanasachd air mar a dh'fhaodte foirmichean dà-chànanach a lìonadh ann an Gàidhlig, agus seo a dhèanamh follaiseach ann an stuthan-foillsichte, sanasan, agus m.s.s.a. Innsidh e ann am foirmichean ma tha cothrom ann an lìonadh ann an Gàidhlig.</p>	<p>Ceannardan Sheirbheisean</p> <p>Gach Ceannard Seirbhis còmhla ri luchd-solarachaidh bhon taobh a-muigh</p> <p>Ceannard Sheirbheisean Laghail</p> <p>Ceannardan Sheirbheisean</p>	<p>2008</p> <p>2008 – comharraich Bliadhna 1-2 dèan foirmichean dà-chànanach</p> <p>Bliadhna 1 – comharraich 2009 - 2011: dèan foirmichean dà-chànanach</p>

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Coinneamhan Poblach</b> Tro chleachdadh na Gàidhlig ann an coinneamhan poblach tha dòigh chudromach aig luchd-labhairt na Gàidhlig na beachdan aca a chur an cèill anns a' chànan a roghnaicheas iad fhèin agus cuidichidh e le bhith ag adhartachadh na tha ri chluinntinn den Ghàidhlig ann an nas motha de shuidheachaidhean.</p>	<p>Bheirear fàilte sa Ghàidhlig aig gach coinneamh Comataidh.</p> <p>Rannsaich mar a sholaraichear goireasan eadar-theangachaidh mar-aon aig coinneamhan agus brosnach cothroman air eadar-theangachadh mar-aon.</p> <p>San ath Phlana bheir sinn cothrom air seirbheisean eadar-theangachaidh is eadar-mhìneachaidh aig coinneamhan, aon uair 's gu bheil sinn air na daoine agus na goireasan a lorg gus seo a libhrigeadh. Bidh sinn cuideachd, san ath Phlana, a' dèanamh oidhirp stuthan-taice sgrìobhte dà-chànanach a thoirt seachad agus a' feuchainn ri taisbeanaidhean coimpiutaireachd dà-chànanach a libhrigeadh aig coinneamhan poblach.</p>	<p>Ceannard Sheirbheisean Deamocratach agus Riaghlaidh</p> <p>Ceannard Sheirbheisean Deamocratach agus Riaghlaidh còmhla ri luchd-solarachaidh bhon taobh a-muigh Ceannard</p> <p>Sheirbheisean Deamocratach agus Riaghlaidh</p>	<p>Bho 2008</p> <p>2008 - rannsaich</p>

<p style="text-align: center;"><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p style="text-align: center;"><b>Gnìomh</b> Mineachadh</p>	<p style="text-align: center;"><b>An Urra ri</b> Ainm na Dreuchd</p>	<p style="text-align: center;"><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Modh Gearain</b> Cho math ri bhith a' cruthachadh chothroman practaigeach airson cleachdadh na Gàidhlig, tha stèidheachadh modh gearain a tha a' freagairt air cleachdadh na Gàidhlig a' daingneachadh gu bheil an t-ùghdarras deònach Gàidhlig a chleachdadh agus deagh sheirbheis a thoirt do na daoine leis am b' àill am beachdan a chur an cèill tron Ghàidhlig.</p>	<p>Nithear foirm dà-chànanach airson gearan a dhèanamh. Nì sinn ar dìcheall gearanan a ghabhail ann an Gàidhlig agus luchd-obrach a lorg a dhèiligeas riutha.</p>	<p>Manaidsear Riaghlaidh is Chunnartan</p>	<p>2008 (foirm dà-chànanach)</p>
<p><b>STUTHAN FOILLSICHTE: Dàimh Phoblach agus na Meadhanan</b> Tha cleachdadh na Gàidhlig anns na meadhanan a' cuideachadh le bhith sealltainn gu bheil an t-ùghdarras poblach airson cothrom a thoirt air fiosrachadh cudromach tron</p>	<p>A' leantainn oirnn le bhith dèanamh cinnteach gum faigh luchd nam meadhanan Gàidhlig gach brath-naidheachd a sgaoileas a' Chomhairle; agus iad sin dèante ann an Gàidhlig nuair as urrainnear (nuair a dh'fheumar brath-naidheachd a sgaoileadh ann an cabhaig agus nach eil seirbheis eadar-theangachaidh ri fhaotainn luath gu leòr, 's dòcha nach bi e comasach dhuinn brath-</p>	<p>Manaidsear Conaltraidh</p>	<p>Bho 2008 air adhart</p>



<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
<p>Ghàidhlig, agus a' cur ri faicsinneachd agus inbhe a' chànain.</p>	<p>naidheachd dà-chànanach a sgaoileadh ach nì sinn ar dìcheall sin a dhèanamh); agus briathran dhaoine ann an Gàidhlig nuair a tha e freagarrach.</p> <p>Daoine le Gàidhlig (co-dhiù aon chomhairliche agus aon àrd-oifigear) air an comharrachadh, air an trèanadh gus dèiligeadh ris na meadhanan agus rim faotainn airson agallamhan le luchd nam meadhanan Gàidhlig.</p> <p>Bidh sinn a' brosnachadh na Gàidhlig anns gach meadhan agus sin a' gabhail a-staigh Rèidio Coimhearsnachd.</p>	<p>Ceannardan Sheirbheisean</p> <p>Manaidsear Conaltraidh</p>	<p>Bho 2008 air adhart</p>

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Stuthan Clò-bhuailte</b> Faodaidh cleachdadh na Gàidhlig ann an sreath de stuthan clò-bhuailte cur ri leasachadh na Gàidhlig ann an diofar dhòighean. Tha e a' cuideachadh faicsinneachd a' chànain a mheudachadh, tha e a' cur ri inbhe na Gàidhlig, agus i a' nochdadh ann am foillseachaidhean iomraiteach, agus faodaidh e cuideachadh le bhith a' cruthachadh briathrachas ùr agus le bhith leasachadh a' bhriathrachais a th' ann mu thràth.</p>	<p>Nochdaidh stuthan-foillsichte dà-chànanach fon aon chòmhdach agus cleachdar an aon chruth-duilleig airson an dà chànan.</p> <p>Nochdar uilt Ghàidhlig gu cunbhalach agus earrainn mu ionnsachadh na Gàidhlig ann an cuairt-litir an luchd-obrach, <i>Work4ce</i></p> <p>Nì sinn sgrùdadh air stuthan a tha an lùib Stiùireadh Dealbhachaidh a thaobh chothroman eadar-theangachaidh (m.e. ro-ràdh, earrainnean le fiosrachadh coitcheann)</p> <p>Bidh Facal-tòiseachaidh dà-chànanach sa Phlana Ionadail a thèid fhoillseachadh ann an 08/09</p> <p>Thèid cuid dhen Stiùireadh Dealbhachaidh a dhèanamh gu dà-chànanach fon aon chòmhdach</p>	<p>Ceannardan Sheirbheisean</p> <p>Manaidsear Conaltraidh</p> <p>Ceannard Dealbhachaidh</p> <p>Ceannard Dealbhachaidh</p> <p>Ceannard Dealbhachaidh</p>	<p>A' tòiseachadh 2008</p> <p>2008</p> <p>Ga fhoillseachadh ann an 08/09</p> <p>2009</p>

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<p>Bheirear sùil às ùr air bileagan fiosrachaidh mu Shochairean Sòisealta agus thèid an ùrachadh le earrainnean Gàidhlig</p> <p>Bidh sinn a' cumail sgrìobhainnean dà-chànanach ann am faidhleachan air coimpiutairean.</p>	<p>Ceannard Cloinne is Theaghlaichean / Ceannard Sheirbheisean Inbheach</p> <p>Ceannardan Sheirbheisean</p>	<p>2008 agus ath-sgrùdadh gach bliadhna</p>
	<p><b>Leabharlainn</b> – stuthan clò-bhuailte is stuthan fuaim rim faotainn ann an Gàidhlig gus an cànan, eachdraidh agus cultar na sgìre a bhrosnachadh; seo sgrìobhte ann am poileasaidh an leabharlainn airson a bhith taghadh stuthan. Thugadh na seann leabhraichean Gàidhlig sa chruinneachadh rannsachaidh ionadail air iasad ùine fhada aig ICCI (Ionad Chaluim Chille Ìle), far a bheilear gan cleachdadh airson rannsachadh is ionnsachadh.</p>	<p>Ceannard Dealbhachaidh is Coileanaidh</p>	

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
<b>Làrach-lìn</b> Mar a gheibh barrachd dhaoine cothrom air fiosrachadh mu ùghdarrasan poblach tro na làraich-lìn aca, faodaidh ullachadh airson cleachdadh na Gàidhlig cur gu mòr ri inbhe agus faicsinneachd a' chànain.	Cruthaich susbaint Ghàidhlig na làraich-lìn le bhith cur uilt Ghàidhlig ris gu cunbhalach, earrainn mu ionnsachadh Gàidhlig, ceanglaichean ri làraich-lìn Ghàidhlig; Ath-sgrìobh an earrainn: Eachdraidh Earra-Ghàidheal is Bhòid gu dà-chànanach agus gus dualchas nan Gàidheal a shealltainn. Nithear seo ann an co-bhuinn ri Bòrd na Gàidhlig.  Fiosrachadh stèidhichte (fiosrachadh mu Sheirbheisean & Buill a chaidh a thaghadh, ann an Gàidhlig).  Nì sinn ar dìcheall dèanamh cinnteach gun urrainn co-dhiù 1 oifigear cuid mhath de stuth susbainteach a sgrìobhadh a chionn gum bi duilleag-dachaigh dà-chànanach ann.	Manaidsear Conaltraidh agus Sgioba an Làrach-lìn	2008          Bliadhnaichean 2008 - 2011
<b>Taisbeanaidhean</b> Tha cleachdadh na Gàidhlig ann an taisbeanaidhean a' toirt àite do ghealladh an ùghdarras a bhith a' toirt seachad fiosrachadh ann	Nithear bratach taisbeanaidh Gàidhlig a thuilleadh air tè Bheurla.  Nuair a thèid brataich agus stuthan taisbeanaidh eile ùrachadh 's ann dà-chànanach a bhios iad.	Manaidsear Conaltraidh  Manaidsear Conaltraidh	Taobh a-staigh 6 mìosan  Bliadhnaichean 2008 - 2011 mar a bhios feum

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
an Gàidhlig agus a bhith a' leudachadh a cleachdadh ann am barrachd àrainneachdan.	Thèid Am Mòd Nàiseanta Rìoghail a chumail againne a h-uile trì bliadhna.	Ceannard Dealbhachaidh is Coileanaidh	
<b>LUCHD-OBACH:</b> <b>Trèanadh</b> Gus seirbheisean a libhrigeadh tron Ghàidhlig, feumaidh ùghdarrasan poblach na sgilean obrach agus cànan a dh'fheumas an luchd-obrach a leasachadh.	<p>Cleachd caochladh shiùil gus am Plana Gàidhlig a chur fa comhair dhaoine agus mothachadh do chultar na Gàidhlig am measg luchd-obrach agus chomhairlichean a mheudachadh.</p> <p>Libhrigidh sinn cùrsaichean Togail Ùidhe sa Ghàidhlig airson luchd-obrach aig gach ìre agus do bhuill a chaidh a thaghadh; coimhead ri cùrsa air-loidhne.</p> <p>Duilleag Ghàidhlig air an eadra-lìon air am bi faclan is abairtean cumanta ann an Gàidhlig. Bidh cothrom aig luchd-obrach air goireasan is seirbheisean cànan.</p>	<p>Manaidsear Trèanaidh is Sheirbheisean Riaghlaidh</p> <p>Manaidsear Trèanaidh is Sheirbheisean Riaghlaidh</p> <p>Manaidsear Conaltraidh</p>	<p>2008 - 2009</p> <p>Bho 2008 air adhart</p> <p>2008</p>
<b>Ionnsachadh cànan</b> Cuiridh cothroman ionnsachadh cànan airson luchd-obrach ri adhartachadh ionnsachadh Gàidhlig mar inbheach, agus ri	Comharraich luchd-obrach a tha fileanta sa Ghàidhlig agus aig a bheil sgilean sgrìobhaidh is leughaidh sa Ghàidhlig.	Gach Ceannard Seirbhis	Thòisich trèanadh bunaiteach an 2007

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
adhartachadh Gàidhlig mar sgil fheumail anns an àite-obrach.	<p>Brosnaich luchd-obrach na comasan Gàidhlig a th' aca mu thràth a leudachadh gus a bheil iad fileanta. Thèid seo a dhèanamh tro na Sgrùdaidhean Leasachaidh Pearsanta.</p> <p>Luchd-obrach a tha a' dèiligeadh ris a' phoball a dh'fhaodadh a bhith a' conaltradh ri luchd-labhairt na Gàidhlig air an trèanadh gu ìre bhunaiteach (comasach air còmhraidh sìmplidh ann an Gàidhlig) agus air am brosnachadh trèanadh fhaighinn gu fileantas; thèid luchd-obrach a lorg sna raointean sheirbheisean a leanas:</p> <ul style="list-style-type: none"> <li>• Seirbheisean Deamocratach agus Riaghlaidh agus Ionad Sheirbheisean</li> <li>• Poileasaidh agus Ro-innleachdan</li> <li>• Conaltradh</li> <li>• Sochairan</li> <li>• Seirbheisean Lagha is Dìon</li> <li>• Foghlam</li> <li>• Sochairan Sòisealta &amp; Cùram</li> <li>• Clann &amp; Teaghlaichean</li> <li>• Ionmhas Ro-innleachdail</li> </ul>	<p>Gach Ceannard Seirbhis</p> <p>Gach Ceannard Seirbhis</p>	

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<ul style="list-style-type: none"> <li>• Dealbhadh &amp; Leasachadh</li> <li>• Port-adhair an Òbain</li> <li>• Seirbheisean Ghoireasan – gu sònraichte luchd-obrach ag obair an roinn nan Cur-seachadan còmhla ri daoine bho Fhoghlam tro Mheadhan na Gàidhlig / Luchd-ionnsachaidh – am brosnachadh an cànan ionnsachadh</li> </ul>		
<b>Fastadh</b> Cuiridh cruthachadh obraichean ùra anns a bheil Gàidhlig na sgil riatanach no fheumail gu mòr ri inbhe a' chànain, agus nì e soilleir gu bheil leithid de sgil feumail.	Thèid sealltainn air gach dreuchd gus tomhas a bheil feum air Gàidhlig innte – Riatanach no Feumail. Obraichidh sinn còmhla ri Ùghdarrasan Ionadail eile gus stiùireadh aontachadh leotha a thaobh seo.  Nochdar fios mun Phlana Ghàidhlig ann an stuthan fastaidh.	Ceannard na Seirbhis mar bhios iomchaidh	Nuair a bhios dreuchdan bàn agus nuair a thèid dreuchdan ùra a chruthachadh
<b>Sanasachd</b> Tha cleachdadh na Gàidhlig ann an sanasachd a' cuideachadh dhaoine bhith tuigsinn gum bu chòir Gàidhlig a chleachdadh sa bheatha	Sanasan fastaidh an Gàidhlig nuair a tha feum air Gàidhlig ann an dreuchd.  Còraichean Shochoirean – Sa chiad dol a-mach, bidh sanasan Gàidhlig mu Chòraichean Shochoirean ag amas air	Ceannard Luchd-obrach  Ceannard Dealbhachaidh is Coileanaidh	Nuair a thèid dreuchdan a shanasachadh

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p>phoblach agus gu bheil àite cudromach aig luchd-labhairt na Gàidhlig taobh a-staigh an ùghdarrais phoblaich.</p>	<p>sgìrean air tìr-mòr, far a bheil foghlam Gàidhlig, a thuilleadh air a bhith ag amas gu sònraichte air na h-eileanan.</p>		
<p><b><u>Seirbheisean Eile:</u></b> Seirbheis Pòsadh Catharra agus Seirbheisean Chompanach Catharra air an lìbhrigeadh ann an Gàidhlig, nuair a gheibhear fios ro làimh</p>	<p>Cùm luchd-obrach aig a bheil Gàidhlig gus seirbheisean a lìbhrigeadh ann an Gàidhlig.</p> <p>Bheir sinn taic do chothroman air seirbheisean pòsaidh/chompanach catharra ann an Gàidhlig, le bhith gan sanasachd nar stuthan-foillsichte, agus m.s.s.a.</p> <p>Bheirear an aire air buaidh na Gàidhlig nuair a thathar a' cumail sùil air no ag ùrachadh poileasaidh sam bith, agus cuideachd nuair a tha poileasaidh ùr ga dhèanamh.</p>	<p>Ceannard Sheirbheisean Deamocratach agus Riaghlaidh Ceannard Sheirbheisean Deamocratach agus Riaghlaidh</p> <p>Ceannardan Sheirbheisean</p>	<p>Ri fhaotainn mu thràth</p>



## 5. A' CUR AN GNÌOMH PLANA NÀISEANTA NA GÀIDHLIG

- 5.1 Tha an earrainn seo a' cur an cèill mar a chuidicheas Comhairle Earra-Ghàidheal is Bhòid le bhith cur an gnìomh prìomhachasan airson leasachadh na Gàidhlig a chaidh ainmeachadh ann am Plana Nàiseanta na Gàidhlig.
- 5.2 Bidh a' Chomhairle a' sireadh taic bho bhuidhnean Gàidhlig mar Ionad Chaluim Chille Ìle agus Comunn na Gàidhlig, agus, gu dearbh, Bòrd na Gàidhlig gus am Plana a chur an gnìomh.
- 5.3 Tha Plana Gàidhlig Comhairle Earra-Ghàidheal is Bhòid stèidhichte air ceithir prìomh phrionnsabalan cànan a chaidh a chur an cèill ann am Plana Nàiseanta na Gàidhlig. 'S iad na prionnsabalan cànan:
- 5.3.1 **Togail Cànan**
- san dachaigh
  - tro fhoghlam
  - foghlam inbheach
- 5.32 **Cleachdadh Cànan**
- ann an coimhearsnachdan
  - san àite-obrach
  - sna meadhanan
  - sna h-ealain
  - ann an turasachd, dualchas is cur-seachadan
- 5.33 **Inbhe Cànan**
- ullachadh Phlanaichean Gàidhlig
  - ìomhaigh dhòchasach don Ghàidhlig
  - meudachadh air faicsinneachd na Gàidhlig ann an Alba
- 5.34 **Corpas Cànan**
- Leasachadh air litreachadh, briathrachas agus ainmean-àite Gàidhlig
  - Eadar-theangachadh air labhairt agus sgrìobhadh Gàidhlig
  - Gàidhlig ann an suirbhidhean is rannsachadh

## **5.4.1 Togail Cànan**

### **Gàidhlig san Dachaigh**

Bheir Comhairle Earra-Ghàidheal is Bhòid taic do chleachdadh na Gàidhlig san dachaigh. A rèir luchd-obrach na Comhairle a bha an sàs ann an cùrsaichean Gàidhlig, tha e a' toirt cothrom dhaibh na dh'ionnsaich iad a roinn le an cuid chloinne a tha ag ionnsachadh a' chànan san sgoil.

Cuideachd thathar a' cumail chlasaichean do phàrantan sgoilearan ann am Foghlam tro Mheadhan na Gàidhlig.

Leudaichidh a' Chomhairle am mothachadh a th' ann do bhuannachdan an lùib a bhith dà-chànanach.

Tha Comhairle Earra-Ghàidheal is Bhòid a' dol a dh'obair gu dlùth còmhla ri Bòrd na Gàidhlig air an iomairt aca gus cleachdadh na Gàidhlig a bhrosnachadh san dachaigh agus cuidichidh sinn le bhith cur an gnìomh ro-innleachdan gus sgaoileadh na Gàidhlig san dachaigh adhartachadh.

Obraichidh Comhairle Earra-Ghàidheal is Bhòid còmhla ri Bòrd na Gàidhlig air iomairt fiosrachaidh le bileagan, sanasan agus leabhranan, a tha ag amas air pàrantan, mu cho cudromach sa tha a' Ghàidhlig san dachaigh agus san teaghlach.

Bithear a' brosnachadh dhaoine cuideachd an clann a thogail agus Gàidhlig mar chiad chànan aca, a bharrachd air taic do luchd-ionnsachaidh.

Thèid dlùth cheanglaichean a dhèanamh ris a' chomataidh nàiseanta aig Comann nam Pàrant, a tha a' dol a thòiseachadh a dh'aithghearr a' toirt seachad seirbheis tagraidh do phàrantan gus aire dhaoine a tharraing do dh'fhoghlam tro mheadhan na Gàidhlig, agus a thrèanas agus a chleachdas pàrantan gus seirbheisean comhairleachaidh a thabhann agus gus tadhal air dachannan nuair a dh'iarrar.

## **5.5 Corpas/Structar Cànan**

### **5.5.1 Eadar-theangachadh is Eadar-mhìneachadh**

Sa Phlana aig a' Chomhairle tha gealltanais ann gum faigh am poball freagairt ann an Gàidhlig nuair a tha iad a' sgrìobhadh chun na Comhairle ann an Gàidhlig.

An toiseach, gheibhear dreachan dà-chànanach de chuid a dh'aithisgean, sgrìobhainnean agus foirmichean agus an dùil gun leudaich an àireamh seo ri ùine.

Nì leughadair eile dàrna dearbhadh air sgrìobhainnean dà-chànanach a dh'fhoillsicheas a' Chomhairle. 'S e neach/buidheann eadar-dhealaichte bhon neach/buidheann a rinn an t-eadar-theangachadh a nì an obair seo.

Nithear gach oidhirp dèanamh cinnteach gum bi cothrom aig a' phoball bruidhinn ri luchd-obrach na Comhairle ann an Gàidhlig nuair a tha feum aca air seirbheisean na Comhairle le bhith comharrachadh luchd-obrach le comasan Gàidhlig agus le bhith dèanamh sanasachd air seo.

Thèid follaiseachd a dhèanamh air seirbheisean Gàidhlig na Comhairle, nam measg na cothroman air seirbheisean pòsaidh/chompanach catharra ann an Gàidhlig.

Thèid iomairtean ùra a mheasadh a rèir dè a' bhuidhe a thathar a' sùileachadh a bheir iad air Gàidhlig agus dè cho coltach sa tha e gun toir iad taic don chànan, agus coimheadar ris a' phrionnsabal seo nuair a thig e gu planadh anns gach roinn seirbhis aig a' Chomhairle.

Meudaichidh a' Chomhairle ìomhaigh fhaicsinneach na Gàidhlig le bhith ga cleachdadh, ri taobh Beurla, air soidhnichean a-staigh is a-muigh, soidhnichean rathaid is sràide, litreachas oifigeil, cinn litrichean agus suaicheantasan. Nuair a bhios feum air soidhnichean ùra 's ann dà-chànanach a bhios iad.

A' cleachdadh Gàidhlig ann am brathan-naidheachd, litreachas follaiseachd is sanasachd, fiosan oifigeil agus air làrach-lìn na Comhairle.

Meudaichidh a' Chomhairle mothachadh don Ghàidhlig, le bhith cleachdadh Gàidhlig sna stuthan taisbeanadh aca.

### **5.5.2 Leasachadh Ainmean-àite is Shoidhnichean**

Tha soidhnichean dà-chànanach air rathaidean ann an roinn Comhairle Earra-Ghàidheal agus Bhòid mu thràth, agus fo sgeama a tha a' faighinn taic bho Chòmhdhail Alba thèid tuilleadh soidhnichean dà-chànanach a chur suas air rathaidean ann an Earra-Ghàidheal agus Bhòid: na prìomh rathaidean gu dualchas na h-Alba a chomharrachadh agus air chor 's gun còrd an turas nas fheàrr ri luchd-turais a tha a' tadhal air na sgìrean sin an Alba.

A thuilleadh air soidhnichean air na prìomh rathaidean, nuair a thathar ag ùrachadh nan soidhnichean rathaid aig a' Chomhairle, 's e soidhnichean dà-chànanach a chuirear nan àite.

Bheirear prìomhachas don Òban, Latharna is na h-Eileanan agus do Chinn Tìre agus na h-Eileanan.

### **5.5.3 Suirbhidh agus Rannsachadh**

Cùmaidh Comhairle Earra-Ghàidheal agus Bhòid orra le bhith lìbhrigeadh nam pròiseactan rannsachaidh aca fhèin agus le bhith ag obair ann am compàirt ri buidhnean eile rè a' phlana.

Tha Compàirteachas Planadh Coimhearsnachd Earra-Ghàidheal agus Bhòid air Panal Poblach le mu 1000 duine a stèidheachadh.

'S e ball-sampaill de mhuinntir na sgìre a th' anns a' Phanal Phoblach a tha a' riochdachadh muinntir na sgìre air fad ann an roinn an ùghdarrais ionadail. Tha am Panal a' freagairt suas ri ceithir ceisteachain phuist gach bliadhna. Chaidh buill a' Phanal, a tha a' faighinn nan ceisteachan, an taghadh air thuaiream bhon chlàr-taghaidh.

Shir a' Chomhairle beachdan bhon Phanal Phoblach nuair a bha co-chomhairle ann air dreachd a' Phlana Ghàidhlig.

Sa chiad bhliadhna dhen Phlana, nì a' Chomhairle sgrùdadh cànan air luchd-obrach agus sin a' togail air Suirbhidh Bheachdan an Luchd-obrach a chaidh a chumail ann an 2006. Seallaidh seo an ìre de chomasan cànan a th' ann an-dràsta agus cuidichidh le bhith dealbh dè dh'fheumar a dhèanamh san àm ri teachd.

Bidh Comhairle Earra-Ghàidheal agus Bhòid cuideachd ag obair gu dlùth còmhla ri buidhnean ionadail is nàiseanta eile. Bidh Comhairle Earra-Ghàidheal agus Bhòid ag obair gu dlùth còmhla ri Iomairt na Gàidhealtachd tron Chompàirteachas Planadh Coimhearsnachd gus àireamh de raointean cudromach a rannsachadh.

Am measg nam prìomh ghnìomhan bidh rannsachadh air a' bhuidhe a th' aig Gàidhlig ann a bhith cuideachadh daoine ùra tuineachadh gu soirbheachail ann an coimhearsnachdan ionadail ann an Earra-Ghàidheal & Bhòid; rannsachadh air na h-obraichean a tha rim faotainn, cothroman, iarrtasan agus cion sgilean; measadh air suidheachadh na Gàidhlig sna coimhearsnachdan Gàidhlig a tha air fhàgail san sgìre agus coimhead air cleachdadh cànan sa choimhearsnachd agus na h-ìrean sgaoilidh.

Obraichidh Comhairle Earra-Ghàidheal agus Bhòid ann an co-bhuinn ri Bòrd na Gàidhlig nuair a thathar a' cumail shuirbhidhean nàiseanta.

Tha Bòrd na Gàidhlig air grunn phrìomhachasan rannsachaidh a chomharrachadh sa Phlana Nàiseanta, agus mar aon den chiad ghrunnan ùghdarrasan poblach air a bheil dleasan reachdail Plana Gàidhlig a dhèanamh, cuidichidh Comhairle Earra-Ghàidheal agus Bhòid le bhith toirt an rannsachaidh agus nam pròiseactan seo gu buil.

## 5.6 Foghlam

Bha aire an Ùghdarras air molaidhean Ro-innleachd Foghlaim Gàidhlig Nàiseanta Bhòrd na Gàidhlig nuair a bha e ag ullachadh a' Phlana.

Innsidh an t-ùghdarras don luchd-obrach foghlaim mu dhleastanasan Plana Nàiseanta na Gàidhlig agus Achd na Gàidhlig (Alba) 2005. Bithear a' sùileachadh gum bi luchd-obrach eòlach air susbaint Ro-innleachd Leasachaidh na Gàidhlig aig Comhairle Earra-Ghàidheal agus Bhòid, an sgrìobhainn air Leasachadh Foghlam Gàidhlig agus air a' phlana Foghlaim a thèid a chur gu Bòrd na Gàidhlig.

Bheir an t-ùghdarras brosnachadh agus taic do phàrantan gus Gàidhlig a chleachdadh mar chainnt na dachaigh agus gus tuigse a leudachadh air na buannachdan tràth-ionnsachaidh a tha an lùib cànan snìomhte ann an cultar aig aois ro-sgoile agus obraichidh iad an co-bhuinn ri Ionnsachadh agus Ath-nuadhachadh Choimhearsnachdan.

Nì an t-ùghdarras rannsachadh air cho èifeachdach 's a bhiodh e sgoiltean gu tur Gàidhlig a stèidheachadh ann an sgìrean far a bheil àireamhan gu leòr ann, agus sin a' ciallachadh gum biodh iarrtas ann, gun gabhadh iad an stèidheachadh agus gum biodh iad seasmhach, mar a thathar ag ràdh ann am Plana Nàiseanta na Gàidhlig, Eàrr-sgrìobhadh A, agus nuair a gheibhear maoin eachadh bho thaobh a-muigh na Comhairle. Cumar sùil air cothroman sgoiltean gu tur Gàidhlig a stèidheachadh rè beatha a' Phlana.

Nì an t-ùghdarras cinnteach gum bi conaltradh èifeachdach ann le Bòrd na Gàidhlig, Riaghaltas na h-Alba agus ionadan Bun-fhoghlam Thidsearan, gus tidsearan a thàladh gu Earra-Ghàidheal agus Bòid agus seo a' ciallachadh gun leudaich solarachadh foghlaim aig ìre àrd.

Stiùiridh a' Chomhairle gnothaichean a thaobh solarachadh cùram-cloinne agus foghlam ro-sgoile tro mheadhan na Gàidhlig. Cumaidh sinn oirnn le bhith leasachadh an fhoghlaim ro-sgoile Ghàidhlig a th' ann mu thràth, agus gabhaidh sinn gu math ri iarrtasan ùra bho phàrantan airson foghlam ro-sgoile Gàidhlig do chloinn 3-4 bliadhna a dh'aois, cho fad 's a gheibhear maoin eachadh freagarrach bho mhaoin nan Tabhartasan Sònraichte. Bidh seo cuideachd an crochadh air ma bhios dealas maireannach aig pàrantan do dh'Fhoghlam tro Mheadhan na Gàidhlig.

Bheirear aire do cho-dhùnidhean a bhios rim faotainn bho shuirbhidh a tha an Riaghaltas a' dol a dhèanamh air foghlam Gàidhlig ro-sgoile a dh'aithghearr.

'S ann le deagh-ghean a dhèiligear ri iarrtasan airson foghlam ro-sgoile gun iarraidh air pàrantan gealltainn gun cuir iad an cuid chloinne gu foghlam Gàidhlig san ùine fhada, seach gu bheil an dùil gum broснаich foghlam ro-sgoile pàrantan seo a chur romhpa.

Thèid sanasachd agus follaiseachd a dhèanamh airson gach ìre de dh'fhoghlam tro mheadhan na Gàidhlig (FMG), gu sònraichte sna àiteachan far a bheil an seòrsa foghlaim seo mu thràth, no far a bheilear a' beachdachadh air an seòrsa foghlaim seo.

Bidh a' Chomhairle ag obair còmhla ri Comann nam Pàrant (Nàiseanta) gus bùthan-obrach fiosrachaidh a chumail do phàrantan mu bhuannachdan FMG.

Bheirear comhairle agus stiùireadh do gach bun-sgoil is àrd-sgoil gus dèanamh cinnteach gu bheil an siostam cruinneachadh fiosrachaidh SEEMIS (a tha a' toirt staitistearachd do Riaghaltas na h-Alba) a' sealltainn dealbh ceart air na h-àireamhan a tha a' dèanamh FMG, GLBS, agus Gàidhlig san àrd-sgoil, luchd-ionnsachaidh is fileantaich.

Cleachdar làithean mothachadh chànan ann an àrd-sgoiltean gus dèanamh cinnteach gu bheilear a' sanasachd FMG agus cothroman obrach Gàidhlig.

Leanaidh a' Chomhairle oirre a' leudachadh cothroman GLBS, gu sònraichte ann an àiteachan far nach eil mòran chloinne a' dèanamh foghlam Gàidhlig.

Gheibh sgoilearan a tha a' dèanamh Gàidhlig airson luchd-ionnsachaidh san àrd-sgoil cothroman a dhol gu Sabhal Mòr Ostaig gus cùrsaichean còmhraidh is èisteachd a dhèanamh mar ullachadh airson nam fo-dheuchainnean agus Gàidhlig aig an ìre choitchinn.

Bheirear gealltanais gum bi stuthan-taice anns gach leabharlann aig a' Chomhairle do luchd-ionnsachaidh na Gàidhlig.

Bidh cothrom aig gach sgoilear ann am foghlam tro mheadhan na Gàidhlig air seirbheisean taice iomchaidh mar a dh'fheumar, às bith dè am meadhan trom faighear iad, agus thèid seo air adhart ann an coluadair ri tidsearan Gàidhlig gus dèanamh cinnteach gum bi taic leantainneach ann.

Obraichidh a' Chomhairle còmhla ri Comann na Gàidhlig agus coimhearsnachdan ionadail gus rannsachadh a dhèanamh feuch an gabh an taghadh chur-seachadan taobh a-muigh na sgoile do sgoilearan FMG a leudachadh.

Bidh a' Chomhairle mothachail air rannsachadh foillsichte air FMG nuair a tha i a' cruthachadh phoileasaidhean agus dòighean obrach.

Am measg nam bileagan a bhios ann air FMG bidh stuthan foillsichte a tha a' coimhead air an t-suidheachadh gu h-ionadail, agus thèid an sgaoileadh ann am pasganan le fiosrachadh bho bhuidhnean iomchaidh eile.

Iarraidh a' Chomhairle air oifigearan Bhòrd na Gàidhlig agus Comann na Gàidhlig a bhith an làthair aig tachartasan dhreuchdan aig sgoiltean ionadail gus dèanamh cinnteach gun dèanar follaiseachd air Gàidhlig.

Bheirear sùil às ùr air poileasaidh fastaidh luchd-obrach foghlam tro mheadhan na Gàidhlig a rèir àireamh nan sgoilearan ùra a thathar a' sùileachadh, gus dèanamh cinnteach gun lean cùisean mar bu chòir agus nach bi gainnead luchd-obrach ann.

Nithear sgrùdadh às ùr air a' phoileasaidh foghlam Gàidhlig agus thèid ùrachadh a rèir leasachaidhean agus adhartas a thig an lùib a' Phlana Ghàidhlig.

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mìneachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mìos / Bliadhna</p>
<p><b><u>FOGHLAM:</u></b> <b>Foghlam Ro-sgoile</b> <b>Gàidhlig</b></p>	<p>Leasaichidh sinn an solarachadh a th' ann mu thràth le bhith brosnachadh foghlam ro-sgoile do chloinn 3 &amp; 4 bliadhna a dh'aois ann an sgìrean far a bheil FMG ri fhaotainn agus ann an sgìrean comharraichte eile le bhith togail air modhan clàraidh Solarachadh Foghlam Ro-sgoile (SFRS) agus tro shanasachd.</p> <p>Bheir sinn piseach air an t-solarachadh a th' ann tro bhith stèidheachadh lìonraidhean, a' sealltainn sàr eisimpleirean agus tro bhith libhrigeadh prògram Leasachadh Proifeiseanta Leantainneach (LPL) do Luchd-obrach Foghlaim agus Cùram-cloinne a rèir a' Churraicealaim Sàr-mhathais.</p> <p>Bheir sinn sùil air Cùram Iomlan airson clann aois 3-5 bliadhna a dh'aois ann an sgìrean far a bheil FMG ri fhaotainn agus far a bheil iarrtas, agus leasaichidh sinn na ghabhas obrachadh.</p> <p>Bidh sinn ag amas air an àireamh</p>	<p>Ceannardan Sheirbheisean: Bun-sgoiltean</p> <p>Oifigear-taice Foghlam Gàidhlig</p> <p>Prìomh Oifigear: Bliadhnaichean Tràtha</p>	<p>Bliadhna Sgoile 2008/09</p> <p>Ath-sgrùdadh Sultain 2008 airson bliadhna 2008/09</p>



<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<p>àiteachan far a bheil foghlam Gàidhlig ro-sgoile a leudachadh rè beatha a' Phlana seo, agus gu sònraichte ann am Meadhan Earra-Ghàidheal agus Cinn Tìre.</p> <p>Bheirear aire do cho-dhùnaidhean a bhios rim faotainn bho shuirbhidh a tha an Riaghaltas a' dol a dhèanamh air foghlam Gàidhlig ro-sgoile a dh'aithghearr.</p> <p>'S ann le deagh-ghean a dhèiligear ri iarrtasan airson foghlam ro-sgoile gun iarraidh air pàrantan gealltainn gun cuir iad an cuid chloinne gu foghlam Gàidhlig san ùine fhada, seach gu bheilear an dùil gum broснаich foghlam ro-sgoile pàrantan seo a chur romhpa.</p>		
<b>Cùram-cloinne Gàidhlig agus Buidhnean Gàidhlig 0-3</b>	Ni sinn rannsachadh air an fheum agus an iarrtas airson cùram-cloinne agus buidhnean pàrant is pàiste do chloinn 0-3 bliadhna a dh'aois, a bheir an cothrom do chloinn is pàrantan Gàidhlig ionnsachadh còmhla, agus a dh'innseas far a bheil iarrtas.	Ceannard na Seirbhis: Bun-sgoiltean Oifigear-taice Foghlam Gàidhlig Prìomh Oifigear: Bliadhnaichean Tràtha	2008 - 2009

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Foghlam tro Mheadhan na Gàidhlig (FMG)</b></p>	<p>Nì sinn adhartas maireannach ann an FMG ann an sgoiltean le bhith faighinn grèim air maoinachadh, luchd-obrach air an trèanadh agus stòrais is goireasan iomchaidh.</p> <p>Bheir sinn seachad goireasan agus toglaichean gus FMG a sholarachadh a tha mothachail do dh'fheumalachdan ionnsachadh bogaidh agus feumalachdan ionnsachadh iar-bhogaidh.</p> <p>Nì sinn cinnteach gum bi fhios aig sgoilearan a tha a' dol bho FMG sa bhun-sgoil chun na h-àrd-sgoile air na cothroman airson Gàidhlig ionnsachadh mar chuspair.</p> <p>Leudaichidh sinn na cothroman gus FMG a thabhann ann an cuspairean eile air sàillibh 's gun leudaich sgilean cànanain ann an caochladh cho-theacsan. Tha e na amas an àireamh de sgoilearan ann am FMG a mheudachadh 70% ro Lùnastal 2011. (25 ann an 2007/08).</p>	<p>Ceannardan Sheibheisean: Bun-sgoiltean is Àrd-sgoiltean</p> <p>Oifigear-taice Foghlam Gàidhlig</p>	<p>Bliadhna Sgoile 2008/09</p> <p>Ath-sgùrdadh Sultain 2008 airson na bliadhna 2008/09</p>

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<p>Thèid dlùth cheanglaichean a dhèanamh ris a' chomataidh nàiseanta aig Comann nam Pàrant, a tha a' dol a thòiseachadh a dh'aithghearr a' toirt seachad seirbheis tagraidh do phàrantan gus aire dhaoine a tharraing do dh'fhoghlam tro mheadhan na Gàidhlig, agus a thrèanas agus a chleachdas pàrantan gus seirbheisean comhairleachaidh a thabhann agus gus tadhal air dachannan nuair a dh'iarrar.</p> <p>Thèid sanasachd agus follaiseachd a dhèanamh airson gach ìre de dh'fhoghlam tro mheadhan na Gàidhlig (FMG), gu sònraichte sna àiteachan far a bheil an seòrsa foghlaim seo mu thràth, no far a bheilear a' beachdachadh air an seòrsa foghlaim seo.</p> <p>Bidh a' Chomhairle ag obair còmhla ri Comann nam Pàrant (Nàiseanta) gus bùthan-obrach fiosrachaidh a chumail do phàrantan mu bhuannachdan FMG.</p>		

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<p>Bheirear comhairle agus stiùireadh do gach bun-sgoil is àrd-sgoil gus dèanamh cinnteach gu bheil an siostam cruinneachadh fiosrachaidh SEEMIS (a tha a' toirt staitistearachd do Riaghaltas na h-Alba) a' sealltainn dealbh ceart air na h-àireamhan a tha a' dèanamh FMG, GLBS, agus Gàidhlig san àrd-sgoil, luchd-ionnsachaidh is fileantaich.</p> <p>Cleachdar làithean mothachadh chànan ann an àrd-sgoiltean gus dèanamh cinnteach gu bheilear a' sanasachd FMG agus cothroman obrach Gàidhlig.</p> <p>Bidh cothrom aig gach sgoilear ann am foghlam tro mheadhan na Gàidhlig air seirbheisean taice iomchaidh mar a dh'fheumar, às bith dè am meadhan trom faighear iad, agus thèid seo air adhart ann an coluadair ri tidsearan Gàidhlig gus dèanamh cinnteach gum bi taic leantainneach ann.</p> <p>Obraichidh a' Chomhairle còmhla ri Comann na Gàidhlig agus coimhearsnachdan ionadail gus</p>		

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<p>rannsachadh a dhèanamh feuch an gabh an taghadh chur-seachadan taobh a-muigh na sgoile do sgoilearan FMG a leudachadh.</p> <p>Bidh a' Chomhairle mothachail air rannsachadh foillsichte air FMG nuair a tha i a' cruthachadh phoileasaidhean agus dòighean obrach.</p> <p>Am measg nam bileagan a bhios ann air FMG bidh stuthan foillsichte a tha a' coimhead air an t-suidheachadh gu h-ionadail, agus thèid an sgaoileadh ann am pasganan le fiosrachadh bho bhuidhnean iomchaidh eile.</p>		
<b><u>FLG – Foghlam Luchd-ionnsachaidh na Gàidhlig</u></b> <b>GLBS – Gàidhlig do Luchd-ionnsachaidh sa Bhunsgoil</b>	<p>Leudaichidh sinn trèanadh airson GLBS le bhith:-</p> <ul style="list-style-type: none"> <li>• cur prìomhachas air dèanamh cinnteach gu bheil cothrom air GLBS ann an C6/7 ann am bun-sgoiltean ceangailte ri àrd-sgoiltean a tha tabhann Gàidhlig mar a tha e ag ràdh ann am Poileasaidh Leasachadh Foghlaim Gàidhlig 2003.</li> </ul>	<p>Ceannard na Seirbhis:  Bun-sgoiltean</p> <p>Co-òrdanaiche GLBS</p> <p>Oifigear-taice Foghlam Gàidhlig</p>	<p>Lùnastal 2008 –  Ògmhios 2010</p>

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<ul style="list-style-type: none"> <li>• brosnachadh gach bun-sgoil a bhith a' tabhann GLBS agus a' leudachadh cho mothachail sa tha sgoilearan dha taobhan cudromach dualchas na Gàidhlig.</li> <li>• dèanamh cinnteach gum bi cothrom aig tidsearan GLBS na sgilean Gàidhlig aca a leudachadh tro chothroman LPL 's iad gan tabhann le Oilthigh Obar Dheathain.</li> <li>• leantainn oirnn a' leudachadh chothroman GLBS, gu sònraichte ann an àiteachan far nach eil mòran chloinne a' dèanamh foghlam Gàidhlig.</li> <li>• Bidh sinn ag amas air dèanamh cinnteach gum bi GLBS a' nochdadh sna planaichean leasachaidh aig a h-uile bun-sgoil, a tha ceangailte ris na còig àrd-sgoiltean aig a bheil roinnean Gàidhlig mu thràth, rè ùine a' phlana seo. San ath phlana bithear a' miannachadh gum bi Gàidhlig ann an àrd-sgoiltean eile</li> </ul>		

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	agus na bun-sgoiltean caidreabhach aca.		
<b>Foghlam Luchd- ionnsachaidh na Gàidhlig (FLG)</b>	<p>Bheir sinn taic do dh'adhartas leantainneach ann an FLG ann an àrd-sgoiltean far a bheil e air a bhith ann ùine fhada agus bidh sinn a' brosnachadh ùidh am measg sgoilearan ann an àrd-sgoiltean anns a bheil FLG no a tha ag ullachadh airson tòiseachadh.</p> <p>Ri ùine bheir sinn cothroman air FLG anns gach àrd-sgoil mar a cheadaicheas stòrais is eòlas.</p> <p>Gheibh sgoilearan a tha a' dèanamh Gàidhlig airson luchd-ionnsachaidh san àrd-sgoil cothroman a dhol gu Sabhal Mòr Ostaig gus cùrsaichean còmhraidh is èisteachd a dhèanamh mar ullachadh airson nam fo-dheuchainnean agus Gàidhlig aig an ìre choitcheinn.</p>	<p>Ceann na Seirbhis: Àrd-sgoiltean</p> <p>Oifigear-taice Foghlam Gàidhlig</p>	Lùnastal 2008- Ògmhios 2010

<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Trèanadh agus Fastadh</b></p>	<p>Bheir sinn seachad LPL aig àrd ìre agus cothroman trèanaidh airson gach neach-obrach an sàs ann an foghlam Gàidhlig.</p> <p>Daingnichidh sinn am poileasaidh luchd-obrach a th' againn le bhith toirt taic, far a bheil feum, do leudachadh eòlas leantainneach mu ionnsachadh bogaidh is ionnsachadh iar-bhogaidh.</p> <p>Obraichidh sinn còmhla ri Riaghaltas na h-Alba gus am bi maoinachadh iomchaidh agus eòlas ann am measg thidsearan ach am bi barrachd roghainnean ann am FMG ann an àrd-sgoiltean.</p> <p>Bheirear sùil às ùr air poileasaidh fastaidh luchd-obrach foghlam tro mheadhan na Gàidhlig a rèir àireamh nan sgoilearan ùra a thathar a' sùileachadh, gus dèanamh cinnteach gun lean cùisean mar bu chòir agus nach bi gainnead luchd-obrach ann.</p>	<p>Ceannardan Sheirbheisean: Bun-sgoiltean is Àrd-sgoiltean</p> <p>Oifigear-taice Foghlam Gàidhlig</p>	<p>Lùnastal 2008 - Ògmhios 2009</p> <p>Lùnastal 2008 - Ògmhios 2011</p>



<p><b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)</p>	<p><b>Gnìomh</b> Mineachadh</p>	<p><b>An Urra ri</b> Ainm na Dreuchd</p>	<p><b>Clàr-ama</b> Mios / Bliadhna</p>
<p><b>Follaiseachd</b></p>	<p>Cleachdaidh sinn an t-eòlas aig daoine a tha an sàs ann an FMG is FLG agus daoine eile bhon sgìre gus am bi barrachd mothachaidh do bhuannachdan dà-chànanachais, gus seiseanan blasad cànanain ann an sgoiltean a chumail, gus am bi barrachd mothachaidh air cultar na Gàidhlig, cothroman ionnsachaidh fad-beatha is dreuchdail a thabhann agus gus fiosrachadh a thoirt seachad air cothroman ionnsachadh cànanain, clasaichean-oidhche, buidhnean ionnsachaidh teaghlaich is air-loidhne, don a h-uile pàrant a tha a' clàradh airson foghlam Gàidhlig aig ìre ro-sgoile, bun-sgoile agus àrd-sgoile.</p> <p>Iarraidh a' Chomhairle air oifigearan Bhòrd na Gàidhlig agus Comann na Gàidhlig a bhith an làthair aig tachartasan dhreuchdan aig sgoiltean ionadail gus dèanamh cinnteach gun dèanar follaiseachd air Gàidhlig.</p> <p>Nithear sgrùdadh às ùr air a' phoileasaidh foghlam Gàidhlig agus</p>	<p>Ceannardan Sheirbheisean: Bun-sgoiltean is Àrd-sgoiltean</p> <p>Oifigear-taice Foghlam Gàidhlig</p> <p>Ann an co-bhuinn ri Manaidsearan Sgìreil aig Ionnsachadh is Ath-nuadhachadh Choimhearsnachdan (IAC)</p>	<p>Lùnastal 2008 – Ògmhios 2010</p>

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	thèid ùrachadh a rèir leasachaidhean agus adhartas a thig an lùib a' Phlana Ghàidhlig.		
<b>Co-obrachadh</b>	<p>Mar ùghdarras foghlaim, obraichidh sinn còmhla ri buidhnean Gàidhlig eile gus dèanamh cinnteach gum bi cothroman aig sgoilearan an cànan a chleachdadh ann an suidheachaidhean inntinneach taobh a-muigh an t-seòmar-teagaisg.</p> <p>Nì sinn ceanglaichean eadar sgoilearan is luchd-obrach bho Earra-Ghàidheal is Bòid agus feadhainn eile ann an ùghdarrasan compàirt gus eòlas ionnsachaidh is teagaisg a roinn.</p> <p>Obraichidh sinn còmhla ri ICCI, SMO agus UHI gus foghlam Gàidhlig a adhartachadh.</p>	<p>Ceannardan Sheirbheisean: Bun-sgoiltean is Àrd-sgoiltean</p> <p>Oifigear-taice Foghlam Gàidhlig</p>	<p>Lùnastal 2008 - Ògmhios 2011</p> <p>Lùnastal 2008 - Ògmhios 2009</p>

## 5.7 Ionnsachadh sa Choimhearsnachd

Tha e mar dhleastanas air Ionnsachadh agus Ath-nuadhachadh Choimhearsnachdan, Seirbheis aig a' Chomhairle, ionnsachadh ann an Gàidhlig do dh'inbhidh a cho-òrdanachadh agus a leasachadh. Coileanaidh an t-Seirbheis seo le bhith lorg is gleidheadh maoinachadh airson Oifigear Leasachaidh Gàidhlig agus le bhith leudachadh na h-àireimh de luchd-teagaisg Gàidhlig ann an Earra-Ghàidheal agus Bòid.

Bheir an obair seo taic do luchd-ionnsachaidh na Gàidhlig agus leudachaidh i cothroman ionnsachaidh do theaghlaichean. Bidh sinn a' roinn eòlais agus ag ionnsachadh mu dheagh eisimpleirean ann an co-bhuinn ri ùghdarrasan ionadail eile agus buidhnean Gàidhlig agus neartaichidh sinn ar ceanglaichean ris na buidhnean seo.

'S iad na dleastanasan a tha an lùib Plana Gnìomha Ionnsachadh is Ath-nuadhachadh Choimhearsnachdan:

- Togail Cànan san Dachaigh
- Togail Cànan ann am Foghlam Inbheach
- Cleachdadh Cànan ann an Coimhearsnachdan
- Togail Cànan ann an Turasachd, Dualchas is Cur-seachadan

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mìos / Bliadhna
	Lorg agus glèidh maoineachadh airson Oifigearan Leasachaidh Gàidhlig fhadthad airson ionnsachadh sa Choimhearsnachd.	Ceannard na Seirbhis – Ath- nuadhachadh Choimhearsnachdan Manaidsear IAC Manaidsear na Sgìre (IAC – Ionnsachadh is Ath- nuadhachadh Choimhearsnachdan)	A' tòiseachadh 2008 gus am faigh sinn maoinachadh.
	Bidh sinn an sàs ann agus taiceil do Bhuidheann Sgrùdaidh Ionnsachadh is Leasachadh Choimhearsnachdan (Gàidhlig) agus do cho- obrachadh eadar ùghdarrasan is buidhnean- gnìomha agus pròiseactan mar ionnsachadh cànan eadar pàrantan is clann.	Manaidsear IAC Manaidsear na Sgìre IAC	3 coinneamhan gach bliadhna.  2 phròiseact gach bliadhna.

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	Lorgaidh sinn agus bheir sinn sùil air eisimpleirean de dheagh chleachdaidhean ann an leasachadh na Gàidhlig air feadh na dùthcha. Nì sinn na h-eisimpleirean freagarrach do dh'Earra-Ghàidheal agus Bòid agus cleachdaidh sinn iad.	Manaidsear Sgìreil IAC	A' tòiseachadh Faoilteach 2009 agus a' leantainn  Cuir an gnìomh aon eisimpleir de dheagh chleachdadh gach bliadhna
	Nì sinn rannsachadh gus faighinn a-mach dè na buidhnean ionadail a tha an sàs ann an leasachadh na Gàidhlig agus gus an cuid neartan, laigsean agus feumalachdan a thomhas.	Manaidsear Sgìreil IAC	Samhain 2008 gu Màrt 2009.
	Co-òrdanaichidh agus leasaichidh sinn na cothroman ionnsachaidh do dh'inbhich, foirmeil agus neo-foirmeil, san roinn, agus sin a' gabhail a-staigh taic do chlasaichean a th' ann mu thràth, stèidheachadh chlasaichean	Manaidsear Sgìreil IAC Luchd-obrach IAC Ag obair còmhla ri Oifigear-taice Foghlam Gàidhlig	Samhain 2008 gu Giblean 2012

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<p>ùra ann an àiteachan far a bheil iad a dhìth, a' cur prìomhachas air sgìrean far a bheil Aonadan Gàidhlig. Brosnaichidh sinn dòighean-teagaisg ùr-ghnàthach far a bheil an neach-ionnsachaidh aig cridhe ghnothaichean.</p> <p>Cruthaichidh sinn slighe bhon a' chiad cheum gu fileantas.</p> <p>Bheir sinn taic do thrèanadh luchd-teagaisg.</p> <p>Cruthaichidh sinn liosta de luchd-teagaisg.</p> <p>Cùmaidh sinn oirnn le bhith toirt taic agus trèanadh do luchd-teagaisg.</p>		

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	<p>Nearthaich sinn an dàimh ri Ionad Chalum Chille Ìle gus cothroman leasachadh cànan a leudachadh ann an sgìrean</p> <p>Obraichidh a' Chomhairle còmhla ri ICCI agus Clì Gàidhlig gus cothroman air mothachadh don Ghàidhlig a leudachadh agus cothroman ionnsachaidh do dh'inbhich a leudachadh.</p> <p>Obraichidh sinn ann an co-bhuinn ri iomairtean Gàidhlig sna coimhearsnachdan a thèid a chumail le buidhnean poblach eile no na coimhearsnachdan fhèin.</p>	Manaidsear Sgìreil IAC	A' leantainn

<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	Cruthaichidh agus bheir sinn cothroman do dhaoine òga a dhol an sàs ann an cur-seachadan tro mheadhan na Gàidhlig – gu sònraichte spòrs agus cur-seachadan air a’ bhlàr a-muigh.	Manaidsear Sgìreil IAC Prìomh Oifigear Chur-seachadan Manaidsear Sgoiltean Èasgaidh Ag obair còmhla ri Oifigear-taice Foghlam Gàidhlig	Pròiseactan pìleat gan cumail bho Ghearan 2009 gu Lùnastal 2009.  Pròiseactan soirbheachail gan cur an gnìomh bho Sultain 2009.
	Bheir sinn cothroman do luchd-labhairt is luchd-ionnsachaidh òga na Gàidhlig coinneachadh ri feadhainn eile bho air feadh na sgìre, agus iad a’ dol an sàs ann an tachartasan neo-fhoirmeil, cultarach agus ealain agus ann an cur-seachadan.	Manaidsear Sgìreil IAC Prìomh Oifigear Chur-seachadan Manaidsear Sgoiltean Èasgaidh Ag obair còmhla ri Oifigear-taice Foghlam Gàidhlig	Lùnastal 2008 air adhart
	Cruthaichidh sinn cothroman ionnsachaidh do theaghlaichean timcheall air na h-Aonadan Gàidhlig.	Manaidsear Sgìreil IAC Ag obair còmhla ri Oifigear-taice Foghlam Gàidhlig	Lùnastal 2008 air adhart



<b>Dleastanas</b> (stiùireadh bho Bhòrd na Gàidhlig)	<b>Gnìomh</b> Mineachadh	<b>An Urra ri</b> Ainm na Dreuchd	<b>Clàr-ama</b> Mios / Bliadhna
	Bheir sinn taic leantainneach do bhuidhnean agus pròiseactan ealain, cultair, foghlaim agus chur-seachadan Gàidhlig tro Thabhartasan Leasachadh Foghlaim is Chur-seachadan.	Manaidsear IAC Manaidsearan Sgìreil IAC	Gach bliadhna

## 6. DEARCACHADH A' PHLANA GÀIDHLIG

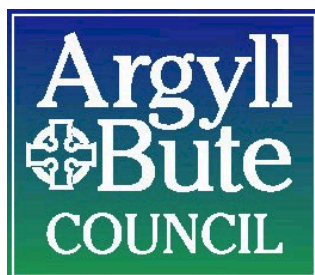
- 6.1 Bha Comhairle Earra-Ghàidheal agus Bhòid am measg a' chiad ghrunnan ùghdarrasan poblach a fhuair fios foirmeil bho Bhòrd na Gàidhlig Plana Gàidhlig ullachadh. Feumaidh am Plana Gàidhlig maireachainn ceithir bliadhna agus sna ceithir bliadhna sin bheir na Ceannardan Sheirbheisean aithisgean ràitheil do Sgioba Riaghlaidh Ro-innleachdail na Comhairle gus sealltainn mar a tha gach seirbheis a' coileanadh nan targaidean a chaidh ainmeachadh sna Bun-Dhleastanasan.
- 6.2 Stiùiridh agus cumaidh Buidheann Àrd-chomhairlichean is Àrd-oifigearan na Comhairle (BAAC) sùil air cur an gnìomh a' phlana Gàidhlig agus brosnachadh na Gàidhlig. Gheibh BAAC aithisgean gu cunbhalach agus nochdaidh Gàidhlig air clàr-gnothaich a' Chomataidh Riaghlaidh.

## 7. OIFIGEAR CUNNTACHAIL

Fiosrachadh conaltraidh mun oifigear a tha an urra ri ullachadh a' phlana:

Stephen Colligan  
Iar-oifigear Phoileasaidh  
Aonad an Àrd-oifigeir  
Comhairle Earra-Ghàidheal agus Bhòid, Cille Mhoire, Ceann Loch Gilb PA31 8RT

[stephen.colligan@argyll-bute.gov.uk](mailto:stephen.colligan@argyll-bute.gov.uk)



## EÀRR-FHIOS A

### GEÀRR-CHUNNTAS AIR A' CHO-CHOMHAIRLE

Chaidh dreachd dhen Phlana Ghàidhlig aig Comhairle Earra-Ghàidheal agus Bhòid aontachadh le Buidheann Àrd-chomhairlichean is Àrd-oifigearan air 10 Iuchair 2007 gus cleachdadh ann an co-chomhairle oifigeil. Thòisich a' cho-chomhairle air Diluain 30 Iuchair 2007 agus thàinig i gu crìoch air Diluain 1 Dàmhair 2007. Chaidh an ùine co-chomhairleachaidh, 6 seachdainean, a leudachadh às dèidh iarrtasan bho bhuidhnean coimhearsnachd agus le aonta bho Bhòrd na Gàidhlig. Rinneadh grunn oidhirpean gus am plana a shanasachd agus gus beachdan a shireadh air an dreachd.

Chaidh leth-bhreacan dreachd a' Phlana Ghàidhlig, le litir bho Cheannard na Comhairle nan cois agus foirm airson beachdan a chur a-staigh, a sgaoileadh sa phost agus ann am puist-d gu comhairlean coimhearsnachd, buidhnean nàiseanta agus ionadail, buidhnean Gàidhlig agus sgìreil, buidhnean saor-thoileach ionadail, cuid a dh'ùghdarrasan ionadail, luchd-obrach eile aig a' Chomhairle is Comhairlichean agus daoine eile aig am biodh ùidh ann.

Bha dreachd a' Phlana agus am foirm coitcheann rim faotainn cuideachd air làrach-lìn Comhairle Earra-Ghàidheal agus Bhòid, le ceangal bhon duilleig-dhachaigh, còmhla ri nota mìneachaidh.

Fhuair a' Chomhairle 19 freagairtean tron phost agus ann am puist-d.

Chaidh coinneamhan poblach a chumail air:

4 Sultain	Dùn Omhain, 16 an Iàthair
5 Sultain	Ìle, 14 an Iàthair
3 Dàmhair	an t-Òban, 20 an Iàthair

Ged a chaidh a' choinneamh san Òban a chumail às dèidh ceann-latha na co-chomhairle, chaidh fhathast na beachdan bhon a' choinneimh a chur ris a' cho-chomhairle.

Bha grunn bheachdan aig an fheadhainn a ghabh pàirt sa cho-chomhairle a chithear gu h-ìosal.

#### **Maoineachadh**

Bidh feum air barrachd maoineachaidh, ma tha Comhairle Earra-Ghàidheal is Bhòid gu bhith comasach air a h-uile amas-gnìomha a tha air ainmeachadh sa phlana a choileanadh. Bidh a' Chomhairle a' sireadh tuilleadh maoineachaidh bho stòrais on taobh a-muigh gus na gnìomhan a chaidh ainmeachadh a choileanadh.

An-dràsta faodaidh Comhairle Earra-Ghàidheal agus Bhòid cur a-staigh airson maoineachadh airson Cur an Gnìomh a' Phlana Ghàidhlig. Dheasaich a'

Chomhairle iarrtas eirmseach do Bhòrd na Gàidhlig nuair a chuir sinn a-staigh airson na bliadhna ionmhais 2007-2008.

B' e beachd gu math cumanta a fhuaras sa Cho-chomhairle nach bu chòir don Chomhairle a bhith an eisimeil maoineachaidh bhon taobh a-muigh rè a' phlana ach gum bu chòir dhi a bhith deiseil airson am Plana a mhaoineachadh agus gun tig maoineachadh a bharrachd sam bith bho bhuidhnean eile

### **Soidhnichean**

Bha caochladh bheachdan ann a thaobh shoidhnichean, cuid dhiubh air an son agus cuid nan aghaidh a thaobh ghnìomhan ann an dreachd a' Phlana.

Thuirt grunn dhaoine a chuir beachdan a-staigh gun deach £3 millean a chosg air soidhnichean dà-chànanach ann an Earra-Ghàidheal agus Bhòid. Chaidh soidhnichean rathaid a chur suas air prìomh rathaidean ann an Earra-Ghàidheal agus Bòid tro iomairt aig Riaghaltas na h-Alba. Chosg Comhairle Earra-Ghàidheal agus Bhòid £3,000 air an seo.

Bha beagan bheachdan agus connspaid mu litreachadh 'ceart' agus ainmeachadh ceart ann an cuid a dh'ainmean-àite Gàidhlig.

Cha robh targaidean sònraichte san dreachd, ach chaidh a ràdh nuair a dheigheadh soidhnichean ùrachadh no nuair a bhathar a' cur suas soidhnichean ùra gur ann dà-chànanach a bhiodh iad.

B' ann gu math cumanta a bha am beachd am measg na feadhna a fhreagair gum bu chòir Gàidhlig a bhith ro Bheurla air soidhnichean, agus gum bu chòir an dà chànan a bhith den aon mheudachd agus spèis cho-ionann a thoirt dhaibh. Leanaidh a' Chomhairle ri poileasaidh leis am bi dreach cunbhalach air soidhnichean dà-chànanach. Tha Beurla a' tighinn às dèidh Gàidhlig air na soidhnichean a chuir Scotland Transerv suas air prìomh rathaidean ann an Earra-Ghàidheal agus Bòid.

### **Stòrais**

Bha dragh air tòrr dhaoine a thug beachd seachad sa Cho-chomhairle mu cion stòrais gus am Plana a chur an gnìomh gu ceart. Chan eil Oifigear Leasachaidh Gàidhlig aig Comhairle Earra-Ghàidheal agus Bhòid an-dràsta.

Chan eil stòrais gu leòr aig a' Chomhairle a h-uile targaid a chaidh ainmeachadh sna Bun-Dhleastanasan a choileanadh. Feumar tuilleadh maoineachaidh a lorg.

B' e puing eile a thog cuid a dhaoine a thug seachad beachd sa Cho-chomhairle brìgh nam Bun-Dhleastanasan a chaidh ainmeachadh. Bha feadhainn dhen bheachd gum bu chòir barrachd a dhèanamh gus Gàidhlig a bhrosnachadh ann an Earra-Ghàidheal agus Bhòid. Am beachd feadhainn eile b' e ceum mòr a bh' ann a' dol bho bhith gun a bhith dèanamh mòran a thaobh na Gàidhlig gu bhith ag amas air a h-uile targaid a choileanadh rè beatha a' Phlana a mhaireas 4 bliadhna. 'S ma dh'fhaoite gun tèid cuid a dh'amasan a chomharrachadh gus an toirt gu buil

rè nan ceithir bliadhna, ach gu ciallach 's dòcha gun toir e greis gus an coileanar cuid eile dhiubh.

## **A' Brosnachadh Gàidhlig ann an Earra-Ghàidheal agus Bòid**

B' e beachd eile a bh' aig tòrr dhaoine a nochd sna freagairtean bho bhuidhnean ionadail agus bho dhaoine san fharsaingeachd gum bu chòir don Chomhairle follaiseachd a dhèanamh air dualchas, cultar agus eachdraidh na roinn ùghdarrais. Ma leanar mar a rinneadh ann an Èirinn dh'fhaodadh am poball, gu sònraichte clann sgoile, a bhith nas eòlaiche air eachdraidh Earra-Ghàidheal agus Bòid. Chan urrainn ach 3 dhe na 32 ùghdarrasan ionadail ann an Alba a ràdh gu bheil tùs-shluagh lethchar mòr aca a tha a' bruidhinn na Gàidhlig agus 's e Earra-Ghàidheal agus Bòid aonan dhiubh. Thàinig Gàidhlig gu Alba an toiseach ann an àiteachan mar Cinn Tìre agus Ìle. Chaidh a' phuing a thogail gum bu chòir ceumannan a ghabhail gus Gàidhlig a ghleidheadh agus adhartachadh gu h-ionadail seach gu bheil i cho cudromach don sgìre ann an seadh cultarach, sòisealta agus eachdraidheil.

Chaidh a ràdh gum bu chòir don Chomhairle tuilleadh maoinachaidh iarraidh air Riaghaltas na h-Alba gus cuideachadh le bhith brosnachadh eachdraidh agus cultar na sgìre.

Aon rud a bha gu math follaiseach sa Cho-chomhairle am feum a bh' ann gun toireadh Comhairle Earra-Ghàidheal agus Bòid taic do chòisirean Gàidhlig ionadail a bheireadh an cothrom dhaibh a dhol gu Mòdan ionadail agus nàiseanta. Tha na tachartasan seo a' cur Gàidhlig fa comhair a' mhòr-shluaigh.

## **Foghlam**

Chaidh draghan a thogail aig na coinneamhan ann an Dùn Omhain, Ìle agus san Òban mu cho beag gheallaidhean 's a bh' ann an dreachd a' Phlana do dh'Fhoghlam.

Chuireadh cudrom air mar a dh'fheumas foghlam a bhith aig cridhe a' Phlana seach gu bheil Foghlam a' toirt buaidh air a h-uile duine san roinn ùghdarrais. Tha daoine fhathast ag ionnsachadh taobh a-muigh na sgoile.

A thaobh leudachadh na h-àireimh de dhaoine aig a bheil ìre de thuigse air a' Ghàidhlig, 's e cridhe a' chànain a' chlann a tha ga h-ionnsachadh san sgoil. Ma dh'fhrithhealeas na sgoiltean ann an Earra-Ghàidheal is Bòid air na sgoilearan seo, 's iad na daoine seo a bhios a' cleachdadh a' chànain fhathast an ceann 15-20 bliadhna. Thèid na sgilean cànan a dh'ionnsaicheas iad a sgaoileadh gu daoine nas òige tron bhuidhinn seo.

Bha beachd no dhà ann gum bu chòir a' Chomhairle dealas a shealltainn a thaobh Gàidhlig mar chuspair a leudachadh ann an sgoiltean, gu sònraichte sgoiltean ann an Ceann Loch Gilb, Dùn Omhain agus Ceann Loch Chille Chiarain seach gu bheil sgoilearan a' faighinn beagan Gàidhlig sa Bhun-sgoil an-dràsta.

Bha tòrr bheachdan ann a thaobh Foghlam tro Mheadhan na Gàidhlig (FMG), Foghlam Luchd-ionnsachaidh na Gàidhlig (FLG) agus Ionnsachadh Gàidhlig ann am Bun-sgoiltean. Fhuaras taghadh gu math farsaing de bheachdan air na cuspairean seo. Chaidh a mholadh gum bu chòir a' Chomhairle gealltainn FMG a bhrosnachadh agus a leudachadh, gum bu chòir a' Chomhairle iomairt shanasachd air FMG a chumail, gum bu chòir solarachadh Foghlam Bun-sgoile Gàidhlig ùr a bhith ann; bu chòir targaidean a bhith ann airson àireamhan FMG, agus gum bu chòir GLBS a bhith anns a h-uile sgoil.

### **Ionnsachadh Cànain**

A thaobh ionnsachadh cànain, bha aonta am measg a' mhòr-chuid de dhaoine a fhreagair gum bu chòir luchd-obrach a bhith air an trèanadh gu ìre nas àirde na ìre bhunaiteach. Tha luchd-obrach na Comhairle a tha an-dràsta a' frithealadh cùrsa cànain ag ionnsachadh ciamar a dh'fhreagras iad daoine ann an Gàidhlig chun na h-ìre far an tèid aca air a' cheist a thoirt do chuideigin a tha fileanta sa Ghàidhlig.

Chaidh a ràdh nach urrainn do dh'àireamhan mòra dhen luchd-obrach a dhol an sàs ann an cùrsa cànain sa chiad bhliadhna dhen Phlana. Tha feadhainn dhen luchd-obrach clàraichte airson a' chùrsa agus thathar an dùil gum bi àireamhan gu leòr ann airson an ath-chùrsa a thòisicheas nas fhaide air a' bhliadhna ann an 2008.

Bidh cothrom aig luchd-obrach a rinn an cùrsa tòiseachaidh air cùrsa adhartach aig toiseach 2008 a bhios a' ciallachadh gun urrainn do luchd-obrach na sgilean Gàidhlig aca a neartachadh.



## **ARGYLL AND BUTE COUNCIL**

### **GAELIC LANGUAGE PLAN 2008/09-2011/12**

Argyll and Bute Council's Gaelic Language Plan has been prepared under section 3 of the Gaelic Language (Scotland) Act 2005, and was approved by Bòrd na Gàidhlig on 17<sup>th</sup> June 2008.

Argyll and Bute Council aims to encourage people to use Gaelic by expanding the range of Gaelic services and resources available. This first Gaelic Language Plan will establish a base from which to develop.

## 1. INTRODUCTION

- 1.4 The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament in 2005, with the intention of securing the status of Gaelic as an official language of Scotland which commands equal respect with the English language.
- 1.5 The overall purpose of the Act is to promote the use of Gaelic in Scottish public life, and to encourage the increased use of Gaelic in the home, community, and place of learning and in the workplace.
- 1.6 As part of the Gaelic Language Act, a body, Bòrd na Gàidhlig, was established to promote the use and understanding of the Gaelic language. Bòrd na Gàidhlig is a statutory Non-departmental Public Body which was set up in 2006. Bòrd na Gàidhlig has the functions of:
  - d) Producing a National Gaelic Plan
  - e) The authority to issue certain public authorities to prepare and publish Gaelic Language Plans in connection with the exercise of their functions
  - f) Issuing guidance in relation to Gaelic Education.
- 1.4 The Bòrd is directly funded by the Scottish Ministers and is accountable to them. The Bòrd works closely with the Scottish Government, public authorities and key partners, including some Gaelic organisations and community groups.
- 1.5 In the National Plan for Gaelic published in 2007, the Bòrd makes clear that all bodies in Scotland have an important role in ensuring that Gaelic has a sustainable future and that they should proactively consider what they can do to support the language. The aim of the National Plan is to implement the Bòrd's vision of 'a healthy, vibrant language increasingly used, valued and respected in a modern, multicultural and multilingual Scotland'.
- 1.6 Bòrd na Gàidhlig can ask a public body to prepare a Gaelic Language Plan, whenever it deems appropriate, having looked at how many people might use that organisation's Gaelic services and the opportunities there might be to expand the use of Gaelic in its work and services.
- 1.7 Argyll and Bute Council was one of the first six public authorities across Scotland issued with a statutory notice by Bòrd na Gàidhlig to produce a Gaelic Language Plan. In producing its Plan, Argyll and Bute Council has taken into account the National Plan and the official document, 'Guidance on the Development of Gaelic Language Plans' which was issued by Bòrd na Gàidhlig.



1.8 Argyll and Bute Council will give effect to the principle, introduced by the National Gaelic Language Plan that the Gaelic and English languages should be accorded with equal respect.

1.9 **The European Charter for Minority Languages**

The Scottish Government is obliged to apply the European Charter for Regional or Minority Languages which was drawn up in 1992 by the Council of Europe. The Charter was designed to enable speakers of a regional or minority language to use it in public and private life. The UK Government signed the Charter and ratified it in 2001 with respect of Scottish Gaelic. The Scottish Government, through the UK's undertakings, is committed to applying the measures in the areas of education, court proceedings, local administration, media, culture, economic and social life and transfrontier exchanges.

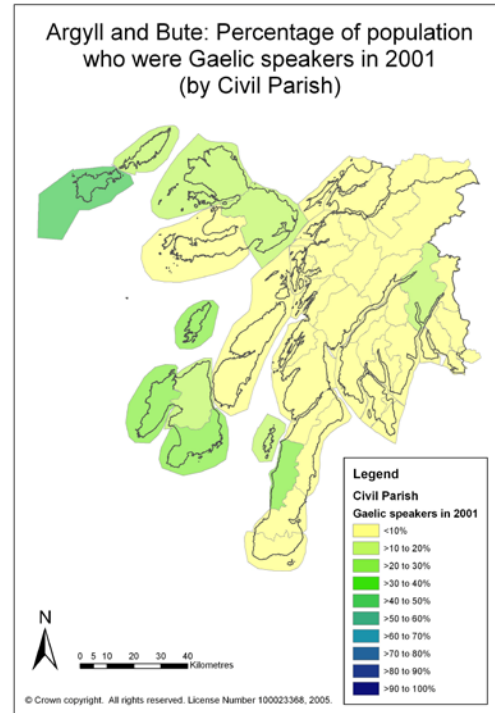
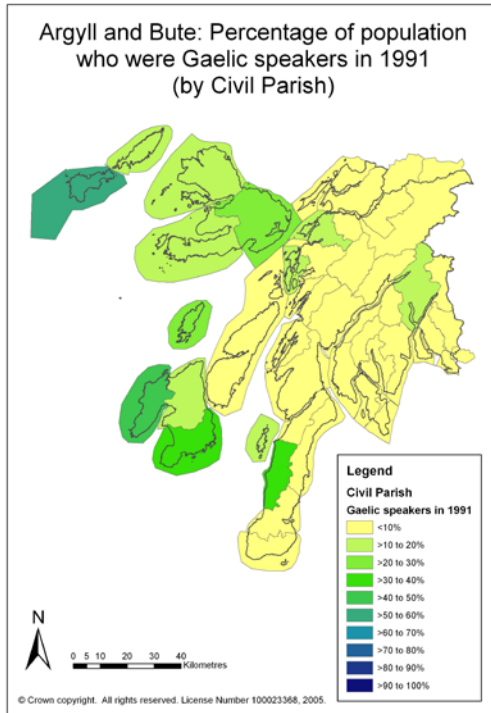
## **2. ARGYLL AND BUTE COUNCIL**

- 2.1 Argyll and Bute Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services including education, social work, waste management, maintenance of public roads (other than trunk roads), planning and building control, strategic housing, environmental health, leisure and culture, and emergency planning.
- 2.2 The Council came into being on 1 April 1996 following Scottish local government reorganisation. It is the result of the amalgamation of the former Argyll and Bute District Council, part of the former Dumbarton District Council, the old Argyll and part of the Dumbarton sub-regions of Strathclyde Region.
- 2.3 Nowadays, in terms of area, Argyll and Bute Council is the second largest of Scotland's 32 councils but in terms of population, it ranks 22<sup>nd</sup>. The population at the 2001 census was 91306. Argyll and Bute covers nearly 10% of the total area of Scotland but has less than 2% of the population.
- 2.4 From Appin in the North, to Campbeltown in the South, Argyll and Bute stretches for over 100 miles and from Tiree in the West to Helensburgh in the East it stretches a further 80 miles. Of Argyll and Bute's islands, 25% are inhabited and nearly 20% of its residents are islanders. Islands account for 33% of Argyll and Bute's total area.
- 2.5 Distinct geographies have shaped a range of cultures that are as varied as the landscapes that separate them making Argyll and Bute a unique and interesting place in which to live or visit.
- 2.6 Argyll and Bute Council operates under 5 departments: Chief Executive's Unit, Corporate Services, Community Services, Development Services and Operational Services.
- 2.7 There are 4 administrative areas within the Council: Mid Argyll, Kintyre and Islands, Oban, Lorn and the Isles, Bute and Cowal, Helensburgh and Lomond.
- 2.8 The Council's political management arrangements comprise:
- e) Full Council of 36 elected members covering 11 multi member wards
  - f) A single Executive Committee reflecting political and area balance
  - g) Area Committees for the 4 administrative areas within Argyll and Bute
  - h) Policy Performance Groups covering Social Affairs, Economy, Environment and Organisational Development.
- 2.9 Historically, Argyll is the heartland of Scots Gaelic. The next section describes in more detail the use and interest in Gaelic in Argyll and Bute.

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### 3. USE AND INTEREST IN GAELIC

The diagrams below illustrate the decline of Gaelic speakers in the local authority of Argyll and Bute between the census carried out in 1991 and the 2001 census. This could be due to inward migration of non-Gaelic speakers diluting the percentages, as well as older Gaelic speakers declining in numbers.



#### 3.1 Census Data 2001

- 3.1.1 The following data has been extracted from the 2001 Census in which the people of Scotland were asked 4 questions about the Gaelic language – whether they could understand spoken Gaelic, speak, read or write Gaelic.
- 3.1.2 In Argyll and Bute as in Scotland, more generally, the number of Gaelic speakers fell between 1991 and 2001. The number of Gaelic speakers in Argyll and Bute fell by 15% in this period; however, there were small increases of 3% and 5%, respectively in the number who could read Gaelic and the number who could write the language.
- 3.1.3 Of people aged 3 and over, 7% had some Gaelic language ability in 2001. Of these 5.2% said they could speak, read or write the language.
- 3.1.4 The proportion of younger people aged 3 to 24, in Argyll and Bute who speak Gaelic increased. The opposite was true for those aged over 25.
- 3.1.5 Gaelic is used on the Atlantic Islands more than in other parts of Argyll and Bute. According to the 2001 Census, on the Isle of Tìre 48.6% of people

aged 3 or more spoke Gaelic. People who belonged to the Church of Scotland were the most likely to have some Gaelic ability.

- 3.1.6 In Argyll and Bute, 37% of people aged 16-64 with Gaelic language ability were in full time employment. Argyll and Bute lost more than 1% of their Gaelic speaking population through migration to other parts of Scotland.
- 3.1.7 There are currently six primary schools in the local authority which offer the opportunity of Gaelic medium education where all subjects are taught by teachers fluent in Gaelic.
- 3.1.8 There are currently four secondary schools that offer Gaelic (Learners) and Gàidhlig to Advanced Higher level. There are currently two secondary schools that offer other subjects through the medium of Gaelic in the lower school. There is also currently one secondary school that offers Gaelic as an extra curricular club.

### **3.2 *Ionad Chaluum Chille Ìle / Columba Centre, Islay***

- 3.2.1 On the Isle of Islay, Ionad Chaluum Chille Ìle, (the Columba Centre Islay) operates in partnership with the Gaelic College on Skye, Sabhal Mòr Ostaig. The centre provides a range of courses in Gaelic language at further and higher education levels. In September 2005 the first three BA students graduated from the Ionad Chaluum Chille Ìle with BA degrees in Gaelic and Related Studies with a further student qualifying for the Certificate in Higher Education.
- 3.2.2 Ionad Chaluum Chille Ìle has been lauded as an exemplar for regional centres elsewhere in the country. In a relatively short space of time, the centre has established itself as a linguistic and cultural learning centre capable of meeting the needs of the community on Islay and has attracted national and international events and visitors from around the world.

### **3.3 *Argyll and Bute Council Employee Survey***

- 3.3.1 Argyll and Bute Council carried out an employee survey in October 2006 and 20% responded. Of these, 95% stated that they have no Gaelic ability. In contrast only 4% could speak Gaelic, slightly more than 3.5% could read Gaelic and a lower proportion could write Gaelic.
- 3.3.2 Differences between genders in terms of Gaelic knowledge were minimal, though males appear to have proportionally higher levels of spoken Gaelic than reading or writing.
- 3.3.3 The employee survey found that the highest level of Gaelic knowledge by working area is found in Helensburgh and Lomond, with Oban, Lorn and the Isles following and Bute and Cowal having the lowest.

- 3.3.4 Generally there is higher Gaelic knowledge within the older age groups, however there is a significant variance from this in the 25 - 34 years age group where Gaelic knowledge is almost as high as that of the 55 - 64 year olds and over 60s.
- 3.3.5 Over a third of respondents have shown a willingness to learn Gaelic. The highest levels of willingness to learn were found in the Oban, Lorn and the Isles with the lowest levels being found in Bute and Cowal. The willingness to learn Gaelic however, diminishes directly with age.
- 3.3.6 The level of Gaelic knowledge within Argyll and Bute Council's staff appears to be broadly in line with that of Argyll and Bute as a whole and significantly higher than the national figure. There was little significant variance between genders but there is some variance between the four administrative areas in terms of both knowledge and willingness to learn. There was a higher Gaelic knowledge among the older age groups but a lower willingness to learn.
- 3.3.7 Through the results obtained from the 2001 census and the staff survey which Argyll and Bute Council carried out in 2006, the presence and use of Gaelic language has been identified in communities within the local authority. This has enabled specific areas to be highlighted where the Council can commit to providing an equal respect between Gaelic and English language and these are illustrated in the Core Commitments which follow later in the Plan.

## **5. CORE COMMITMENTS**

This section of the Plan is based on the Core Commitments that have been identified in the Guidance on the Development of Gaelic Language Plans.

This section describes how the Council will use Gaelic in relation to its internal processes, such as corporate identity, communications, publications and staff matters, and how Gaelic will be used in the services the Council delivers. As required by section 3(4)(b) of the 2005 Act, this section provides a timetable for implementation of commitments.

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<p><b><u>IDENTITY:</u></b>  <b>Corporate Identity</b>  The presence of Gaelic in the corporate identity of a public authority can greatly enhance the visibility of the language, and makes an important statement by a public authority about how Gaelic is valued and how it will be given recognition.</p>	<p>Council's Publications Design Guide to be revised to give Gaelic equal respect to English and address need for bilingual stationery, vehicle livery, signage (temporary/ permanent), ID badges</p> <p>Branding of Argyll and Bute to include promoting Gaelic Culture, (e.g. The Council is a partner in Gaelic Rings - Cearcaill na Gàidhlig, the Hopscotch Journeys round the islands of the West Coast Of Scotland.)</p> <p>The Council, with support from Bòrd na Gàidhlig, will investigate and evaluate designs for a bilingual logo in order to provide options for consideration by the full Council before the end of 2009.</p>	<p>Corporate Services/  Communications</p>     <p>Director of Development  Services</p>     <p>Communications  Manager</p>	<p>2008 for Design Guide Material then replaced as required</p>     <p>2008 - 2011</p>



<p align="center"><b>Function</b> (guidance from Bòrd na Gàidhlig)</p>	<p align="center"><b>Action</b> Detail</p>	<p align="center"><b>Responsible</b> Job Title</p>	<p align="center"><b>Timescale</b> Month / Year</p>
<p><b>Signage (internal and external)</b> As with corporate identity, use of Gaelic in signage can greatly enhance visibility of Gaelic. Developing the use of Gaelic through signage can also enrich vocabulary of Gaelic users and contribute to the development of the language.</p>	<p>We will replace internal and external signage bi-lingually, as required. Prioritise identified areas and replace all other signs bilingually as and when replacement is required</p> <p>Replace all internal and external signage bilingually in primary and secondary schools</p>	<p>Head of Facility Services Head of Roads and Amenity Services</p> <p>Head of Planning and Performance</p>	<p>2008: prioritised areas (Oban, Lorn and the Isles and Mid-Argyll, Kintyre and Islands). 2009 - 2010: signs requiring replacement to be bilingual.</p> <p>2008</p>
<p><b><u>COMMUNICATIONS:</u></b> <b>Reception</b> The use of Gaelic at the initial point of contact that members of the public have with a public authority increases the audible presence of the language, and contributes to the sense that the use of Gaelic is possible and</p>	<p>Advice notes on Gaelic names and designation to be provided to Mail Room and Reception staff for reference</p> <p>A badge will be worn by staff with Gaelic to advertise that they have this skill and that the opportunity is there to converse in Gaelic.</p> <p>Employees willing to learn Gaelic will be</p>	<p>Head of Democratic Services and Governance (with external providers)</p> <p>Heads of Service</p>	<p>2008</p>

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
welcome. In addition to raising the profile of the language, it also creates opportunities for its practical use and encourages members of the public to use Gaelic in subsequent dealings with the public authority.	encouraged to do so and Gaelic speakers encouraged to use the language. Staff will be identified in employee surveys or through Personal Development Reviews.	Heads of Service	2008 - 2011
<b>Telephone</b> The use of Gaelic in interactions with the authority by telephone is important in creating practical opportunities for the use of the language, and in contributing to the sense that its use is possible and welcome.	Staff will be supported to learn Gaelic on a voluntary basis (see language training)  We will use Gaelic by telephone when appropriate, and priority will be given to the Contact Centre, Tiree and Islay. A dedicated Gaelic line will be advertised, forwarding callers as necessary, to staff with Gaelic when possible.	Heads of Service  Heads of Service	2008 - 2011  2008

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Mail and Email</b> The use of Gaelic in mail and e-mail to and from a public authority enables the use of Gaelic in two important means of communication. Its use in these environments provides opportunities for Gaelic speakers to use Gaelic in a wide range of situations.	Salutations will be used bi-lingually in mail and email  Correspondence received in Gaelic will be replied to in Gaelic using external translation providers. We will endeavour to provide a response in Gaelic within the same period as would be acceptable in English.  We will promote the right to use Gaelic by noting in adverts, publications, etc the availability of Gaelic documents and Gaelic speaking employees.	Hheads of Service  Hheads of Service  Hheads of Service	2008 onwards  2009

<p align="center"><b>Function</b> (guidance from Bòrd na Gàidhlig)</p>	<p align="center"><b>Action</b> Detail</p>	<p align="center"><b>Responsible</b> Job Title</p>	<p align="center"><b>Timescale</b> Month / Year</p>
<p><b>Forms</b> Enabling use of Gaelic on council forms can greatly enhance opportunities for use of the language. It can also greatly enhance the visibility and prestige of the language. The preparation of Gaelic versions of forms, applications and similar documents will assist in expanding the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology, helping the development of the language</p>	<p>Liaise with other local authorities re: template bilingual forms that can be shared between councils</p> <p>Identify forms to be produced bilingually including Complaints Form; staff given guidance on dealing with forms completed in Gaelic</p> <p>Civic government licensing: standard form - collaborate with other authorities to identify common areas and undertake audit of information required to produce form in Gaelic.</p> <p>We will advertise that bilingual forms can be completed in Gaelic by highlighting this in publications, adverts, etc. It will be stated on forms if they can be completed in Gaelic.</p>	<p>Heads of Service</p> <p>All Heads of Service with external providers</p> <p>Head of Legal Services</p> <p>Heads of Service</p>	<p>2008</p> <p>2008 - identify 2008 - 2009 forms produced bilingually</p> <p>2008 - identify 2009 - 2011: produce forms bilingually</p>

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Public meetings</b> The use of Gaelic in public meetings provides a key means by which Gaelic speakers can express their views in the language of their choice and helps promote the audibility of Gaelic in a wider range of settings.	<p>Gaelic greeting to be used at all Committee meetings</p> <p>Investigate provision of simultaneous interpretation facilities at meetings and promote availability of simultaneous translation</p> <p>In the next Plan we will offer translation and interpretation services at meetings, once the capacity to undertake this work has been developed. We will also work towards applying bilingualism to supporting materials and electronic presentations for public meetings in the next Plan.</p>	<p>Head of Democratic Services and Governance</p> <p>Head of Democratic Services and Governance with external providers</p> <p>Head of Democratic Services and Governance</p>	<p>2008 onwards</p> <p>2008 - investigate</p>

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Complaints procedure</b> In addition to creating practical opportunities for the use of Gaelic, the establishment of a complaints procedure that is receptive to the use of Gaelic affirms the authority's commitment to the use of Gaelic and to providing a quality service to those members of the public who prefer to express themselves through Gaelic.	Bilingual complaints form to be produced. We will endeavour to accept complaints in Gaelic and identify appropriate staff member(s) to deal with these.	Governance and Risk Manager	2008 (bilingual form)
<b>PUBLICATIONS:  Public Relations and Media</b> The use of Gaelic in the media helps demonstrate a public authority's commitment to making important information available through the medium of Gaelic, as well as enhancing the visibility and status of the language.	Continue to ensure Gaelic media receive all Council news releases; produced in Gaelic wherever possible. (where there is an urgency in sending out a news release and translation is not available quickly, it might not always be possible to send out bilingual news releases but we will endeavour to do so); include quote in Gaelic where appropriate	Communications Manager	2008 onwards

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p>Gaelic speakers identified (At least one elected Member and at least one senior officer), trained in media relations and made available for interview by Gaelic media</p> <p>We will promote Gaelic via all media including Community Radio</p>	<p>Heads of Service</p> <p>Communications Manager</p>	<p>2008 onwards</p>

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Printed material</b> The use of Gaelic in a range of printed material can assist Gaelic development in a variety of ways. It helps increase the visibility of the language, it enhances Gaelic's status by being used in high profile publications, and it can help develop new, and enhance existing, terminology.	<p>Bilingual publications will be produced under one cover and the same pagination applied to both languages.</p> <p>Employee newsletter, <i>Work4ce</i>, will include regular articles written in Gaelic and articles about Gaelic Learning.</p> <p>We will carry out an Audit of Planning Guidance material for translation (eg introduction, general interest sections)</p> <p>The Local Plan to be published in 08/09 will include a bilingual Foreword</p> <p>Selected Planning Guidance will be produced bilingually under the same cover</p> <p>Social work information leaflets will be reviewed and updated to include Gaelic elements.</p> <p>Maintenance of bilingual documents will be kept electronically.</p>	<p>Heads of Service</p> <p>Communications Manager</p> <p>Head of Planning</p> <p>Head of Planning</p> <p>Head of Planning</p> <p>Head of Children and Families/ Head of Adult Services</p> <p>Heads of Service</p>	<p>Starting 2008</p> <p>2008</p> <p>Due to be published 08/09</p> <p>2009</p> <p>2008 and reviewed annually</p>



<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p><b>Libraries</b> – printed and audio material made available in Gaelic to help promote the language and the history and culture of the area; written into the library service’s stock selection policy. The local studies collection of older Gaelic books is on long term loan to ICCI (the Columba Centre Islay), where it is used for research and study.</p>	Head of Planning and Performance	

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Website</b> As more people access information about public authorities through their websites, making provision for the use of Gaelic can significantly enhance the status and visibility of the language.	Build Gaelic content of website by regular articles in Gaelic, learning Gaelic section, links to Gaelic websites; Revise section: History of Argyll and Bute to reflect Gaelic heritage and produce bilingually. This will be done in liaison with Bòrd na Gàidhlig.  Static Information (information on Services & Elected Members in Gaelic)  We will seek to ensure that at least 1 officer can generate significant Gaelic content with a view to the homepage of the website becoming bilingual.	Communications Manager and Web team	2008          2008 - 2011
<b>Exhibitions</b> The use of Gaelic in exhibitions recognises the authority's commitment to providing information in Gaelic and to extending its use in a wider range of environments.	Gaelic exhibition banner to be produced to complement English version  When banners and other exhibition materials are replaced these will be done bilingually	Communications Manager  Communications Manager	Within 6 months    2008 - 2011 as required

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	We will host the The Royal National Mod every 3 years.	Head of Planning and Performance	
<b>STAFFING:</b> <b>Training</b> In order to deliver services through the medium of Gaelic, public authorities will need to develop the requisite job skills and language skills of their staff.	Use a range of methods to communicate the Gaelic Language Plan and raise awareness of Gaelic culture to employees and members.  We will provide Gaelic Awareness Raising courses for all levels of employees and elected members; investigate on-line version  Gaelic page on intranet to include commonly used words and phrases. Employees will have access to language resources and services.	Training and Management Services Manager  Training and Management Services Manager  Communications Manager	2008 - 2009  2008 onwards  2008
<b>Language Learning</b> The provision of language learning for its staff will help promote adult Gaelic learning, and in promoting Gaelic as a useful skill in the workplace.	Identify employees who are fluent Gaelic users and those who are Gaelic literate.	Heads of Service	Basic level training started 2007

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p>Encourage employees to improve current levels of Gaelic to become fluent. This will be done through the PDR (Performance Development Review) process.</p> <p>Public facing employees who have potential contact with Gaelic speakers trained at least to basic level (able to conduct initial conversation in Gaelic) and encourage to train to fluency; Selected employees will be identified in the following service areas:</p> <ul style="list-style-type: none"> <li>• Democratic Services &amp; Governance and Service Point</li> <li>• Policy and Strategy</li> <li>• Communications</li> <li>• Benefits</li> <li>• Legal and Protective Services</li> <li>• Education</li> <li>• Social Work &amp; Care</li> <li>• Children &amp; Families</li> <li>• Strategic Finance</li> </ul>	<p>Heads of Service</p> <p>Heads of Service</p>	

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<ul style="list-style-type: none"> <li>• Planning &amp; Development</li> <li>• Oban Airport</li> <li>• Facility Services – in particular</li> <li>• Leisure staff working with Gaelic Medium Education / Learners, to undertake Language Learning</li> </ul>		
<b>Recruitment</b> The creation of jobs in which Gaelic is an essential or desirable skill will contribute greatly to the status of the language, and in identifying it as a positive skill to acquire.	All jobs to be assessed for Gaelic need - Essential or Desirable. We will work with other Local Authorities to agree guidance for this.  Reference will be made to the Gaelic Language Plan in recruitment material.	Relevant Head of Service	As jobs become vacant and when new posts are created
<b>Advertising</b> The use of Gaelic in advertising helps recognise that Gaelic should be used in public life and that Gaelic speakers have an important role to play within a public authority.	Recruitment adverts in Gaelic where there is a requirement for post-holder to speak Gaelic  Welfare Rights – Gaelic advertising of Welfare Rights will be targeted in the first instance at mainland localities served by a Gaelic education, as well as focusing on this islands.	Head of Personnel  Head of Planning and Performance	As posts are recruited

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Other Services:</b> Provision of a Civil Marriage Ceremony and Civil Partnership Ceremonies conducted in Gaelic, by prior arrangement	<p>Retain staff with ability to communicate in Gaelic to provide ceremonies in Gaelic.</p> <p>We will promote the opportunity for civil marriage and partnership ceremonies through Gaelic, by highlighting this in our publications, etc</p> <p>Attention will be given to the impact of Gaelic during any policy renewal or monitoring, as well as during policy formation.</p>	<p>Head of Democratic Services and Governance</p> <p>Head of Democratic Services and Governance</p> <p>Heads of Service</p>	Already in place

## **5. IMPLEMENTING THE NATIONAL PLAN FOR GAELIC**

5.1 This section describes how Argyll and Bute Council will help implement the priority areas that have been set out for Gaelic development in the National Plan for Gaelic.

5.2 The Council will seek assistance from external Gaelic bodies such as Ionad Chalum Chille Ìle (Columba Centre, Islay) and Comunn na Gàidhlig, and, of course, Bòrd na Gàidhlig to help implement the Plan.

5.4 Argyll and Bute Council's Gaelic Language Plan is based on the four key language principles that have been set out in the National Plan for Gaelic. The language principles are as follows:

### **5.3.2 Language Acquisition**

- in the home
- through education
- adult learning

### **5.3.2 Language Usage**

- in communities
- in the workplace
- in the media
- in the arts
- in tourism, heritage and recreation

### **5.3.3 Language Status**

- preparation of Gaelic Language Plans
- a positive image for Gaelic
- increased visibility of Gaelic in Scotland

### **5.3.4 Language Corpus**

- Gaelic orthographic terminological, place-name development
- Gaelic translation and interpretation
- Gaelic in surveys and research

## **5.4.2 Language Acquisition**

### **Gaelic in the Home**

Argyll and Bute Council will support the use of Gaelic language in the home. Council employees participating in Gaelic language courses have reported that this provides an opportunity to share their experience with their children that learn the language at school.

Classes are also being run for parents of Gaelic Medium Education pupils.

The Council will raise awareness of the advantages of children becoming bilingual.

Argyll and Bute Council will work closely with Bòrd na Gàidhlig on their campaign to promote the use of Gaelic in the home and help implement strategies to promote the transmission of Gaelic in the home.

Argyll and Bute Council will participate with Bòrd na Gàidhlig on an information campaign involving fliers, adverts and booklets aimed at parents on the importance of Gaelic in the home and family.

The raising of families in Gaelic as a first language is also being encouraged, as well as support for learners.

Close Links will be established with the national Comann nam Pàrant committee, which is soon to provide an advocacy service for parents to draw attention to Gaelic medium education and to train and use parents to offer advisory services and home-visiting.

## **5.6 Language Corpus/Structure**

### **5.5.4 Translation and Interpretation**

The Council has included in its Plan that the public will be guaranteed a reply in Gaelic to correspondence with the Council which is written in Gaelic.

Initially, bilingual versions will be provided of selected reports, documents and forms with a view to increasing this over time.

Bilingual documents published by the Council will be subject to proofing by a 2<sup>nd</sup> reader. This will be a different individual/organisation to the one that carried out the translation work.

Every effort will be made to ensure that the public can communicate with Council staff orally in Gaelic when accessing Council services by identifying employees with Gaelic language skills and promoting this.

Availability of Council services in Gaelic will be publicised, including the opportunity for civil marriage and partnership ceremonies through Gaelic.



New initiatives will be assessed in terms of their predicted impact on Gaelic and of their potential to support the language, and this principle will be reflected in planning across the Council's range of services.

The Council will raise the visual profile of Gaelic by using it, alongside English, on internal and external signage, road and street signs, official literature, letterheads and logos. As and when replacements are required, these will be done bilingually.

Using Gaelic in press statements, publicity and advertising literature, official notices and on the Council website.

The Council will raise awareness of Gaelic, by incorporating Gaelic in its exhibition material.

### **5.5.5 Place-Name Development and Signage**

In the local authority area of Argyll and Bute Council, there is already a presence of bilingual signage on roads and under a scheme funded by Transport Scotland further roads in Argyll and Bute are to undergo the implementation of bilingual signs on key trunk roads to reflect the heritage of Scotland and improve the tourism experience people have when visiting those areas in Scotland.

In addition to trunk road signs, when road signs that are owned by the Council are due to be replaced these will be replaced bilingually.

Priority will given to Oban, Lorn and the Isles and to Kintyre and the Islands areas.

### **5.5.6 Survey and Research**

Argyll and Bute Council will continue to carry out research projects themselves and work in partnership with other organisations over the life of the plan.

The Argyll and Bute Community Planning Partnership has recruited a Citizens Panel of around 1000 people.

The Citizens Panel is a sample of local residents that are representative of the wider population in the local authority area. The Panel responds to up to four postal questionnaires per year. The members of the Panel that receive the questionnaires have been selected randomly from the electoral register.

The Council sought views from the Citizens Panel during the consultation period of the draft Gaelic Language Plan.

Within the first year of the Plan, the Council will conduct a language audit of employees building on the Staff Attitude Survey which was carried out in

2006. This will identify the level of language ability that currently exists and help to define where future action is required.

Argyll and Bute Council will also work closely with other local and national bodies. Through the Community Planning Partnership, Argyll and Bute Council will work closely with Highlands and Islands Enterprise to carry out research on a number of key aspects.

Key actions will involve researching the role of Gaelic in helping integrate newcomers to Argyll and Bute into local communities; research the labour market, opportunities, demand and skills shortage; assess current standing of Gaelic in remaining Gaelic speaking communities and look at the language use in community context and levels of transmission.

Argyll and Bute Council will also collaborate with Bòrd na Gàidhlig when national surveys are being carried out.

Bòrd na Gàidhlig have highlighted a number of research priorities in the National Plan, and as one of the first public authorities to have a statutory duty to produce a Gaelic Language Plan, Argyll and Bute Council will help to carry out these studies and projects.



## 5.7 Education

In preparing its Plan, the authority has taken cognisance of the recommendations in Bòrd na Gàidhlig's National Gaelic Education Strategy.

The authority will inform education personnel of the requirements of the Gaelic National Plan and the Gaelic (Scotland) Act 2005. Personnel will be expected to be aware of the contents of Argyll & Bute's Gaelic Development Strategy, the Council's Development of Gaelic Education policy document and of the Education plan that will be submitted to Bòrd na Gàidhlig.

The authority will encourage and assist parents to make Gaelic a language of the home and raise awareness of the cognitive benefits of learning a culturally embedded language at pre-school age and will liaise with Community Learning and Regeneration.

The authority will investigate the efficacy of establishing dedicated Gaelic schools in areas where significant numbers make this desirable, viable and sustainable, as stated in the National Plan for Gaelic, Annex A, and where external funding is provided. The opportunity for dedicated Gaelic schools will be kept under consideration over the life of the Plan.

The authority will ensure effective liaison with Bòrd na Gàidhlig, the Scottish Government and Initial Teacher Education establishments, to attract staff to Argyll & Bute ensuring expansion of quality provision.

The Council will take a lead role in Gaelic medium pre-school and childcare provision. It will continue to develop existing Gaelic pre-school provision and respond positively, subject to the availability of appropriate levels of Specific Grant funding, to new parental requests for Gaelic medium pre-school education for 3-4 year olds. This is also subject to commitment from parents to long-term Gaelic Medium Education.

Attention will be given to the conclusions which will be made available from the Government's imminent survey on pre-school Gaelic education.

A positive response will be given to requests for pre-school education without this being subject to a commitment from parents to long-term Gaelic-medium education, given the expectation that this commitment will be formed and encouraged through pre-school provision.

Every level of Gaelic-medium education (GME) will be advertised and promoted, in particular in those localities already served by, or considering, such education.

The Council will liaise with Comann nam Pàrant (Nàisenta) to provide information workshops for parents on the benefits of GME.

Advice and guidance will be issued to all primary and secondary schools to ensure that uptake at GME, GLPS and secondary fluent and learners Gaelic provision is accurately reflected in the SEEMIS data collection system, which provides statistics for the Scottish Government.

Language awareness days in secondary schools will be exploited to ensure that GME and Gaelic job opportunities are highlighted.

The Council will continue to expand GLPS opportunities, particularly in areas with a low uptake of Gaelic education.

Opportunities will be provided for secondary school Gaelic learners to attend the Sabhal Mòr Ostaig talking and listening programmes for prelim and standard grade preparation.

A commitment will be made to the availability of Gaelic learners' resources through all of the Council's libraries.

All Gaelic-medium pupils will have access to the appropriate support services as requires, irrespective of the medium through which it is provided, with close liaison with Gaelic class teachers to ensure the provision of ongoing support.

The Council will liaise with Comunn na Gàidhlig and local communities to investigate extending the range of extra-curricular activities for GME pupils.

The Council will take cognisance of published research on GME when developing policy and practice.

Literature pitched at the local situation will be among the leaflets produced on GME, and they will be distributed in packs containing literature from other, appropriate bodies.

The Council will liaise with Bòrd na Gàidhlig and Comunn na Gàidhlig officers to attend local schools careers events to ensure the profile of Gaelic is raised.

The Gaelic-medium staffing policy will be reviewed in line with projected pupil intake to ensure continuity and avoid staffing difficulties.

The Gaelic education policy will be reviewed and updated in the light of developments and progress with the Gaelic Language Plan.



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<p align="center"><b>Function</b> (guidance from Bòrd na Gàidhlig)</p>	<p align="center"><b>Action</b> Detail</p>	<p align="center"><b>Responsible</b> Job Title</p>	<p align="center"><b>Timescale</b> Month / Year</p>
<p><b><u>EDUCATION:</u></b> <b>Gaelic Pre-school provision</b></p>	<p>We will develop existing provision by promoting pre-school education for 3 &amp; 4 year olds in localities where GME is on offer and into other targeted areas by building existing PSEP registration procedure and through publicity.</p> <p>We will improve existing provision by establishing networks, sharing of good practice and the provision of a comprehensive CPD programme for Childcare and Education Workers in line with Curriculum for Excellence.</p> <p>We will explore Wrap Around Care for 3-5 year olds in areas where GME is on offer and demand exists and develop viable options.</p> <p>We will aim to increase the number of localities served by Gaelic education pre-school provision within the lifetime of this plan, with a particular focus on Mid Argyll and Kintyre.</p>	<p>Heads of Service: Primary</p> <p>Gaelic Eso</p> <p>Principal Officer: Early Years</p>	<p>School Session 2008/09</p> <p>Review September 2008 for Session 2008/09</p>

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p>Attention will be given to the conclusions which will be made available from the Government's imminent survey on pre-school Gaelic education.</p> <p>A positive response will be given to requests for pre-school education without this being subject to a commitment from parents to long-term GME given that the expectation that this commitment will be formed and encouraged through pre-school provision.</p>		
<b>Gaelic Childcare and 0-3 Gaelic Medium Groups</b>	<p>We will investigate the need and demand for childcare and parent-child groups for 0-3 year olds, which allow for children and parents to learn Gaelic together, and establish where demand exists.</p>	Head of Service: Primary  Gaelic Eso  Principal Officer: Early Years	2008 - 2009

<p align="center"><b>Function</b> (guidance from Bòrd na Gàidhlig)</p>	<p align="center"><b>Action</b> Detail</p>	<p align="center"><b>Responsible</b> Job Title</p>	<p align="center"><b>Timescale</b> Month / Year</p>
<p><b>Gaelic Medium Education (GME)</b></p>	<p>We will sustain and secure continuous improvement in GM provision in schools by securing funding, trained staff and appropriate resources and facilities.</p> <p>We will provide resources and accommodation to enable provision of GME which takes appropriate account of the needs of immersion and post immersion stages.</p> <p>We will ensure that all pupils transferring from GME primary to secondary school continue to engage with opportunities in Gàidhlig as a subject.</p> <p>We will grow opportunities to undertake GME in other subject areas in order that language skills will continue to develop in a range of contexts. A target to increase the number of pupils in GME by 70% by August 2011. (25 in 2007/08)</p> <p>Close links will be established with the national Comann nam Pàrant</p>	<p>Heads of Service: Primary and Secondary</p> <p>Education Support Officer - Gaelic</p>	<p>School Session 2008/09</p> <p>Review September 2008 for Session 2008/09</p>



<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p>committee, which is soon to provide and advocacy service for parents to draw attention to GME and to train and use parents to offer advisory services and home-visiting.</p> <p>Every level of GME will be advertised and promoted, in particular in those localities already served by, considering, such education.</p> <p>The Council will liaise with Comann nam Pàrant (Nàisenta) to provide information workshops for parents on the benefits of GME.</p> <p>Advice and guidance will be issued to all primary and secondary schools to ensure that the uptake at GME, GLPS and secondary fluent and learners Gaelic provision is accurately reflected in the SEEMIS data collection system, which provides statistics for the Scottish Government.</p>		

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p>Language awareness days in secondary schools will be exploited to ensure that GME and Gaelic job opportunities are highlighted.</p> <p>All Gaelic-medium pupils will have access to the appropriate support services as requires, irrespective of the medium through which it is provided, with close liaison with Gaelic class teachers to ensure the provision of ongoing support.</p> <p>The Council will liaise with Comunn na Gàidhlig and local communities to investigate extending the range of extra-curricular activities for GME pupils.</p> <p>The Council will take cognisance of published research on GME when developing policy and practice.</p> <p>Literature pitched at the local situation will be among the leaflets produced on GME, and they will be distributed in</p>		

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	packs containing literature from other, appropriate bodies.		
<b><u>GLE – Gaelic Learners’            Education</u></b> <b>GLPS – Gaelic for Learners            in the Primary School</b>	We will expand GLPS training provision by:- <ul style="list-style-type: none"> <li>• giving priority to ensuring that all pupils in primary schools associated with secondary schools in which Gaelic is offered are able to access GLPS in P6/7 as outlined in the Development of Gaelic Education Policy 2003.</li> <li>• encouraging all primary establishments to offer GLPS and raise all pupils’ awareness of important aspects of Gaelic culture.</li> <li>• ensuring that GLPS teachers will be able to further develop their Gaelic language skills through CPD opportunities offered by Aberdeen University.</li> <li>• continue to expand GLPS opportunities, particularly in areas with a low uptake of Gaelic</li> </ul>	Head of Service: Primary  GLPS Coordinator  ESO Gaelic	August 2008 - June 2010

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	education. <ul style="list-style-type: none"> <li>We will aim to ensure that all primary schools associated with the 5 secondary schools which already have a Gaelic department, include GLPS in their school development plans within the time of this plan. This would be followed in the next plan by the desire to include Gaelic in other secondary schools and their associated primary schools.</li> </ul>		

<p style="text-align: center;"><b>Function</b></p> <p style="text-align: center;">(guidance from Bòrd na Gàidhlig)</p>	<p style="text-align: center;"><b>Action</b></p> <p style="text-align: center;">Detail</p>	<p style="text-align: center;"><b>Responsible</b></p> <p style="text-align: center;">Job Title</p>	<p style="text-align: center;"><b>Timescale</b></p> <p style="text-align: center;">Month / Year</p>
<p><b>Gaelic Learners' Education (GLE)</b></p>	<p>We will support continuous improvement in GLE provision in secondary schools which have traditionally offered GLE and actively promote uptake in secondary schools which have, or are developing new GLE provision.</p> <p>Over time we will offer GLE opportunities in all secondary establishments as resources and expertise allow.</p> <p>Opportunities will be provided for secondary school Gaelic learners to attend the Sabhal Mòr Ostaig talking and listening programmes for prelim and standard grade preparation.</p>	<p>Head of Service: Secondary</p> <p>ESO Gaelic</p>	<p>August 2008 - June 2010</p>

<p align="center"><b>Function</b> (guidance from Bòrd na Gàidhlig)</p>	<p align="center"><b>Action</b> Detail</p>	<p align="center"><b>Responsible</b> Job Title</p>	<p align="center"><b>Timescale</b> Month / Year</p>
<p><b>Training and Employment</b></p>	<p>We will provide good quality CPD and training opportunities for all staff involved with the delivery of Gaelic education.</p> <p>We will support existing staffing policy by providing, where necessary, support for the continuing development of immersion and post immersion expertise.</p> <p>We will work in partnership with the Scottish Government to secure appropriate funding and the availability of teacher expertise in order to expand the range of secondary GME provision</p> <p>The Gaelic-medium staffing policy will be reviewed in line with the projected pupil intake to ensure continuity and avoid staffing difficulties.</p>	<p>Heads of Service: Primary and Secondary</p> <p>ESO Gaelic</p>	<p>August 2008 - June 2009</p> <p>August 2008 - June 2011</p>

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Promotion</b>	<p>We will utilise as appropriate the expertise available in GME and GLE provision and in the wider community to raise awareness of benefits of bilingualism, to offer taster sessions in schools, to raise awareness of Gaelic culture, lifelong learning and career opportunities and to provide information on language learning opportunities, evening classes, online and family learning groups, to all parents registering for pre school, primary and secondary Gaelic education.</p> <p>Liaise with Bòrd na Gàidhlig and Comunn na Gàidhlig officers to attend local schools careers events to ensure the profile of Gaelic is raised.</p> <p>The Gaelic education policy will be reviewed and updated in the light of developments and progress with the Gaelic Language Plan.</p>	<p>Heads of Service:            Primary and Secondary</p> <p>ESO Gaelic            In association with Area Managers CLR.</p>	August 2008 - June 2010

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
<b>Networking</b>	<p>As an education authority, we will work in partnership with other Gaelic agencies to ensure that all pupils have opportunities to experience the language in enriching settings beyond the classroom.</p> <p>We will facilitate pupil and staff links across Argyll and Bute with partner authorities to share learning and teaching experiences.</p> <p>We will liaise with ICCI, SMO and UHI to enhance Gaelic education.</p>	<p>Heads of Service:  Primary and Secondary</p> <p>ESO Gaelic</p>	<p>August 2008 - June 2011</p> <p>August 2008 - June 2009</p>



## **5.8 Community Learning**

The Council's Community Learning and Regeneration Service has a role to co-ordinate and develop the provision of adult learning in Gaelic language. The Service will do this by sourcing and securing funding for a Gaelic Development Officer and by developing the number of Gaelic tutors in Argyll and Bute.

These actions will help to support Gaelic language learners and to develop family learning opportunities. We will learn from and share good practice with other local authorities and Gaelic organisations and strengthen our links with these.

The functions covered by Community learning and Regeneration's Action Plan is as follows:

- Language Acquisition in the Home
- Language Acquisition in Adult Learning
- Language Usage in Communities
- Language Usage in Tourism, Heritage and Recreation

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	Source and secure funding for the appointment of Community learning Gaelic Development Officers.	Head of Service – Community Regeneration CLR Manager Area Manager (CLR – Community Learning & Regeneration)	Begin 2008 until funding secured.
	We will be actively involved and supportive of the Community Learning and Development Review Group Gaelic and to inter-authority and inter-agency working and projects such as parent and children Language learning.	CLR Manager Area Manager CLR	3 meetings per year.  2 projects a year.

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	We will source and review examples of good practice in Gaelic language development throughout the country. Adapt and implement examples in Argyll and Bute.	Area Manager CLR	Begin January 2009 then ongoing  Implement one example of good practice per year
	We will carry out an information gathering exercise to identify current local groups involved in Gaelic language development throughout and to ascertain their strengths, weaknesses and needs.	Area Manager CLR	November 2008 to March 2009.
	We will co-ordinate and develop the provision of adult learning opportunities, both formal and informal, in the region, including supporting existing classes, establishing new classes in areas of need, prioritising	Area Manager CLR CLR Staff In association with ESO Gaelic	November 2008 to April 2012

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p>areas around Gaelic Medium Units.</p> <p>We will actively encourage learner centered innovative non-traditional approaches to tutoring.</p> <p>We will develop a pathway from beginners to fluency.</p> <p>We will support tutors' training.</p> <p>We will develop a bank of tutors.</p> <p>We will continue to provide support and training to tutors.</p>		

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	<p>Strengthen relationship with Ionad Chalum Chille Ìle to increase the opportunities for local language development</p> <p>The Council will liaise with ICCI and Clì Gàidhlig to extend opportunities for Gaelic awareness and language learning opportunities for adults.</p> <p>We will co-operate with Gaelic initiatives in communities from other public bodies and from the communities themselves.</p>	Area Manager CLR	Ongoing

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	We will develop and provide opportunities for young people to take part in recreational activities through the medium of Gaelic-particularly in sport and outdoor activities.	Area Manager CLR Principal Leisure Officer Active Schools In association with ESO Gaelic	Pilot projects developed from February 2009 to August 2009. Implementation of successful projects from September 2009 onwards.
	We will provide opportunities for young Gaelic speakers and learners to meet and interact with others from across the region in informal, recreational, cultural and arts associated activities.	Area Manager CLR Principal Leisure Officer Active Schools Manager In association with ESO Gaelic	August 2008 onwards
	We will develop family learning opportunities in the areas around Gaelic Medium Units.	Area Manager CLR In association with ESO Gaelic	August 2008 onwards

<b>Function</b> (guidance from Bòrd na Gàidhlig)	<b>Action</b> Detail	<b>Responsible</b> Job Title	<b>Timescale</b> Month / Year
	We will provide continued support to Gaelic arts, cultural, educational and leisure based groups and projects through Education and Leisure Development Grants.	CLR Manager Area Managers CLR	Annually

## 6. MONITORING THE GAELIC LANGUAGE PLAN

- 6.1 Argyll and Bute Council were one of the first public authorities to be issued a statutory notice by Bòrd na Gàidhlig to prepare a Gaelic Language Plan. There is a four year period which the Language Plan has to adhere to and during this period there will be quarterly reports from Heads of Service to the Council's Strategic Management Team to illustrate how each service is performing in comparison with the targets that have been set out in the Core Commitments.
- 6.2 The implementation of the Gaelic Language Plan and promotion of the Gaelic Language will be led and monitored by the Council's Senior Members and Officers Group (SMOG). SMOG will receive regular reports and Gaelic will feature in the Executive Committee's agenda.

## 7. CONTACT DETAILS

Contact details of the officer with responsibility for the preparation of the plan:

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## **APPENDIX A**

### **CONSULTATION REVIEW**

Argyll and Bute Council's draft Gaelic Language Plan was approved as the basis for formal consultation by the Council's Senior Members and Officers Group on 10 July 2007. The consultation period started on Monday 30 July 2007 and ended on Monday 1<sup>st</sup> October 2007. Initial consultation period for 6 weeks was extended in response to requests from community groups and with agreement with Bòrd na Gàidhlig. There were a number of actions that were taken to publicise the plan and to seek views on the draft.

Copies of the draft Gaelic Language Plan, with a covering letter from the Council Leader and a pro-forma for responses were circulated by post and email to community councils, nationally and locally-based organisations, Gaelic and area organisations, local voluntary organisations, selected local authorities, other Council staff and Members and interested individuals.

The Draft Plan and pro-forma response form was also available on Argyll and Bute Council's website, with a link from the home page, along with an explanatory note.

The Council received 19 responses by mail and email.

Public Meetings were held as follows:

September 4	Dunoon, 16 attendees
September 5	Islay, 14 attendees
October 3	Oban, 20 attendees

Although the Oban meeting was held after the consultation deadline, views from this meeting were still taken into account.

Respondents to the Consultation period highlighted a number of concerns which are highlighted below.

#### **Funding**

For Argyll and Bute Council to be able to address all the actions which have been highlighted in this Plan, further funding will be needed. The Council will seek further funding from external sources in order to implement some of the actions that have been identified.

At present Argyll and Bute Council are entitled to bid for funding for the Implementation of the Gaelic Language Plan. The Council put together a well structured package to Bòrd na Gàidhlig when applying for the financial year 2007-2008.

A very common comment from the Consultation process was the view that the Council must not rely on external funds over the course of the Plan but must

be prepared to fund the Plan and any additional funding will be from outside bodies.

## **Signage**

With the topic of signage, there were various responses of which some were positive and some were negative regarding the actions in the Draft Plan.

It has been suggested by many respondents that there has been expenditure of £3m on bilingual road signs throughout Argyll & Bute. Road signs have been erected on trunk roads in Argyll & Bute but through an initiative from the Scottish Government. Argyll and Bute Council's contribution was £3,000.

There were some comments and controversy regarding the 'correct' spelling and identification of some place names in Gaelic.

There were no specific targets set in the Draft, though it was stated that when signs were replaced or when new signs were being erected, these would be bilingual.

It was a very popular issue amongst the respondents to state that Gaelic should be placed before English on signs but both languages should be in the same size with equal respect. The Council will keep to a policy where it is consistent in appearance for bilingual signs. The signs which Scotland Transerv placed on the trunk roads in Argyll & Bute have Gaelic followed by English.

## **Resources**

Many participants in the Consultation period were concerned about the lack of resources in fully implementing the Plan. At present, Argyll and Bute Council does not have a Gaelic Development Officer.

The local authority area does not have the resources to address all the actions that have been identified in the Core Commitments. Other funding will need to be sought.

Another point identified in the Consultation period by some respondents was the detail of the Core Commitments that have been identified. Some respondents felt that more should be done to promote Gaelic within Argyll & Bute. Others felt that it was a very large step from going from doing relatively little in Gaelic to realistically aim to reach all the targets within the timeframe of the Plan which is 4 years. Some of the actions identified may be identified over the 4 years but logically it may take some time for actions to be implemented.

## **Promotion of Gaelic in Argyll & Bute**

Another very popular comment which appeared in the feedback from local organisations and the general public was for the Council to promote the

heritage, culture and history of the local authority area. A similar approach to the one Ireland undertook would enable the public, especially school children to become more familiar with the history of Argyll & Bute. Out of all the local authorities in Scotland, only 3 out of 32 can claim to have a significant indigenous population that can speak Gaelic and Argyll & Bute is one of them. The Gaelic language first reached Scotland through places like Kintyre and Islay. The point was made that the Gaelic language has such an enormous cultural, social and historical significance to the area that steps have to be taken to secure and enhance its prospects locally.

It has been mentioned that the Council should seek further funding from the Scottish Government to help promote the history and culture of the area.

An aspect which was prominent in the feedback received during the Consultation period was the need for Argyll and Bute Council to support local Gaelic choirs to allow the groups to attend local and National Mòds. These events raise the profile of Gaelic awareness for the public.

## **Education**

At the meetings held in Dunoon, Islay and Oban there were concerns raised regarding the lack of Education commitments that were mentioned in the Draft Plan.

It was highlighted that Education has to be at the forefront of the Plan as the concept of Education affects everybody in the local authority area. People continue to learn outwith school.

With regard to increasing the numbers that have a level of understanding of Gaelic, the heart of the Gaelic language is the children who learn the language at school. If schools in Argyll & Bute cater for these pupils, it is these individuals who will still be using the language in 15-20 years time. The language skills gained will be passed on to younger groups through this age group.

There was some mention that the Council should commit to expanding the Gaelic subject in schools, particularly schools in Lochgilphead, Dunoon and Campbeltown as at present pupils are receiving some Gaelic at Primary level.

Topics like Gaelic Medium Education (GME), Gaelic Learners Education (GLE) and Gaelic Learning in Primary Schools brought a high level of response. The feedback that was received regarding these areas was very broad. It was suggested that the Council should be committed to promote and expand GME, for the Council to have an advertising campaign for GME, new Gaelic Medium Primary provision; targets should be set for numbers in GME, GLPS available in all primary schools.

## **Language Learning**

On the subject of language learning, the general agreement amongst respondents was that members of staff have to be trained beyond a basic level. Council staff who are currently attending the language course are learning how to respond in Gaelic to a point where they can pass an enquiry onto someone with Gaelic language fluency.

It has been mentioned that it is not possible for a large number of employees to participate in the language learning course in the first year of the Plan. Some employees are currently enrolled in the course and it is anticipated that there will be a sufficient intake for the next course which will start later in 2008.

An advanced course will also be offered at the start of 2008 to employees that have already undertaken the introductory course and this will further enable employees to strengthen their Gaelic skills.