

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Cabinet
of 14 February 2024**

**Subject: South Ayrshire Council Gaelic Language Plan (GLP)
Annual Monitoring Report to Bòrd na Gàidhlig 2022-
2023**

1. Purpose

- 1.1 The purpose of this report is to seek approval of South Ayrshire Council's Gaelic Language Plan (2020-25) annual progress report for 2022/23.

2. Recommendation

- 2.1 **It is recommended that the Cabinet approves the annual progress report on the South Ayrshire Council Gaelic Language Plan for onward submission to Bòrd na Gàidhlig.**

3. Background

- 3.1 The Council's Gaelic Language Plan (GLP) 2020-2025 was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 27 October 2020.
- 3.2 South Ayrshire's GLP details how the Council will work to support the objectives of the National Plan for Gaelic over the next five years and meet the Council's obligations in a way that ensures its communities, stakeholders and partners can recognise its ongoing progress to promote and use Gaelic.
- 3.3 As per the statutory guidance, annual reports are submitted by public bodies for consideration by the Bòrd na Gàidhlig.

4. Proposals

- 4.1 It is proposed that the Cabinet approves the content of the update attached as [Appendix 1](#) for onward submission to the Bòrd na Gàidhlig.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 As highlighted within the progress report, Education Services apply each year for grant funding from the Scottish Government under the Grants for Gaelic Education (Scotland) Regulations 1986 and have received further funding from South Ayrshire Council to further Gaelic language programmes as detailed. There is a dedicated Council budget to promote and raise awareness of Equality and Diversity and this budget can be used as required to further enhance the use of Gaelic across the local authority. Individual Services would also meet any necessary costs as and when required from existing budgets.

7. Human Resources Implications

- 7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

- 8.2.1 Rejecting the recommendations may impact on the reputation of the Council.

9. Equalities

- 9.1 The proposals in this report allow scrutiny of performance. The report does not involve proposals for policies, strategies, procedures, processes, financial decisions and activities (including service delivery), both new and at review, that affect the Council's communities and employees, therefore an equality impact assessment is not required.

10. Sustainable Development Implications

- 10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to Priority Two: Live, Work and Learn.

13. Results of Consultation

- 13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

14.1 If the recommendations above are approved by Members, the Director of Strategic Change and Communities will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Submit update to Bòrd na Gàidhlig	29 February 2024	Service Lead – Policy, Performance and Community Planning

Background Papers [South Ayrshire Council Gaelic Language Plan 2020-2025](#)

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Date: 1 February 2024

BÒRD NA GàIDHLIG


FOIRM DÀTA BLIADHNAIL 2022-2023

ANNUAL RETURN FORM 2022-2023

Ainm na buidhne Organisation's name	Siorrachd Àir a Deas South Ayrshire Council
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Prìomh Dhàta Measaidh Primary Indicator Data		
Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	Nil - from Communications Service
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	There have been no requests for any posts to be published via social media in Gaelic.
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	There has been one article published by Primary School pupils in the South Ayrshire Council magazine. SAC Live - Spring 2022 edition digital.pdf (south-ayrshire.gov.uk)
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trànaidh ann an sgìlean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	There are currently 12 people on our Gaelic Beginners Course. There are a few of the delegates following the Duo Lingo Gaelic course online, and a couple have expressed an interest in attending a Gaelic Community Class that takes place in Prestwick on Saturday mornings. All the delegates have indicated that they are thoroughly enjoying the input that they are receiving and are delivering some Gaelic within their classrooms.

	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach?</p> <p>How many posts do you currently have where Gaelic is an essential skill?</p>	<p>South Ayrshire Education appointed a permanent Literacy Co-ordinator to the Central Education Team in January 2023. The Literacy Co-ordinator has strategic responsibility for Gaelic Language Learning and links with two Gaelic Development Officers.</p> <p>We have two Gaelic Development Officers (GDO's) who are 0.4FTE. Our officers work across a number of schools and sectors. HTs can bid for Gaelic Development Officer time.</p>
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p>	<p>Our GDOs have developed and are delivering a 6-part Beginner's Gaelic Course to education staff who are keen to develop Gaelic Language Learning as part of the 1+2 policy in their schools. In doing so they are building capacity in teachers and creating a wider Gaelic network across South Ayrshire Council.</p> <p>We have a 1+2 officer (0.4FTE) who links with our GDOs.</p>

<p>Foillseachaidhean Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	<p>The South Ayrshire Council Gaelic Language Plan 2020-2025 SAC Gaelic Language Plan GAE LIC 002.pdf (south-ayrshire.gov.uk)</p> <p>Article within the SAC magazine featuring pupil's work in schools using Gaelic.</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p>	<p>We opened the Prestwick North Education Campus and the new Sacred Heart Primary school in 2022/23.</p> <p>Both have standard school name signs outside with the Council motto in Gaelic, as below.</p>  <p>In 2023 Ayrshire Roads Alliance have not erected any new bilingual signs.</p> <p>They are currently upgrading the village gateway signs for the villages on the A77 to include Gaelic and tie the design in with the villages done in the past few years.</p> <p>There are approximately 36 signs to go up covering the following:</p> <p>Minishant/Kirkoswald/Turnberry/Girvan/Lendalfoot/Balantrae</p> <p>Early 2024 for these works to be completed.</p>

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

Cleachdadh na Gàidhlig / Using Gaelic

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

How is the organisation increasing the use of Gaelic?

Gaelic Language Plan 2020-2025 promoted across the Council which has given rise to some staff interested in learning or using Gaelic.

Bilingual signatories introduced and some Gaelic used in emails by a few members of staff within salutations and complimentary close.

Museum services will continue to progress the introduction of Gaelic into the Council's permanent and semi-permanent exhibitions and collection labels and information including the curating of the Tam o' Shanter exhibition with the Gaelic translation at Rozelle House and Maclaurin Galleries in Alloway.

Ionnsachadh na Gàidhlig / Learning Gaelic

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

How is the organisation increasing the learning of Gaelic?

The positive promotion of Gaelic Language Learning (GLL) across our schools and Early Years Centre's has seen a gradual increase in the number of children experiencing the language across South Ayrshire.

Our GDOs have developed many engaging learning projects and resources for children and young (CYP) people in our schools such as:

- **Brochan**

A Gaelic Language resource pack and teaching materials using a bear to engage CYP

- **Seinn Comhla Rium**

Aimed at engaging 2/3-year-olds to enjoy Gaelic through simple, repetitive songs and nursery rhymes as well as basic Gaelic language books to develop language and literacy skills

- **Dundonald Castle Project**

To date we have worked very closely with staff from DC and have introduced the Gaelic Language into their Knights and Castle, Apothecary and History of the Castle experiences. We have also introduced an Outdoor Learning experience where we have used the surrounding Dundonald woods to identify the 18 trees that make up the Gaelic alphabet. This involvement has enabled us to focus our learning on Heraldry, Colours, Clothing, Feasts, Place Names, Mapping Skills, Tree Identification and linking to Gaelic/Ogham alphabet, Expressive Arts (Dance and Art).

- Approx. 350 EY children are experiencing GLL in 2023-24
- 20% of our primary schools are now delivering Gaelic across the full school (EYC-P7)
- We have increased the number of children learning Gaelic over a five-year period (from 198 to almost 3000)

- ➡ We aim to ensure that almost all primary school children in South Ayrshire (7,769) have at least one experience of GLL as part of our L3 offering by 2026 – we aim to do this by continuing to promote GLL positively and by building the capacity of education staff.

A'cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

Use of Educational Services X to promote Gaelic learning activities and some video lessons have been uploaded to YouTube, accessed through the SAC Languages blog:

- Fortnightly Education Update shared with all Head Teacher's, Central Education Team, and Local Councillors. This update is intended for all education staff in South Ayrshire and is distributed via school mailboxes.
- Monthly CLPL (Career-Long Professional Learning) Bulletin which goes to all schools / centres and shared with education staff.
- Literacy, Languages and Education X accounts – we use tagging effectively to share work and key messages.
- Our Gaelic Development Officers visit schools and are scheduled to attend our joint HT meeting early 2024 to promote the work to all our Head Teachers and Centre Managers. (There will be an opportunity for HTs to book time with our Gaelic Officers through a formal bid for time process).
- Literacy and Language work is promoted through 1+2 and South Ayrshire Reads newsletters. Individual schools will share their Gaelic learning journeys across X.
- Gaelic Language Showcase Event (The Cutty Sark Centre)



Our GDOs work collaboratively with both our 1+2 officer and our **South Ayrshire Reads** team.

To link this project with **South Ayrshire Reads** developing Gaelic literacy skills in tandem with reading in English medium. We shall be looking at developing Gaelic phonological awareness. We are looking for funding for research into Gaelic phonological awareness, purchasing simple books, developing songs and materials.

South Ayrshire Reads Strategy (2023-2026) which is a strategy to “develop the reading skills of all learners in a consistent, sustainable way through high-quality pedagogy. Our strategy prioritises professional learning designed to help all education staff implement best practice through a culture of shared knowledge, collaboration, and enquiry.” You can see our strategy document and launch video here [South Ayrshire Reads Strategy](#)

Bilingual signatures continue to be promoted and used by South Ayrshire council staff.

Fiosrachadh dearcnachaidh eile
Other monitoring information

A' brosnachadh Foghlam Gàidhlig
Promotion of Gaelic Education

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

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

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

Could you tell us how you are undertaking this?

This year we are piloting a languages festival with a focus on Gaelic. We have six participating schools highlighting successful Gaelic Language Learning, with children running workshops and presenting to an audience/the wider community/drop-in public. A Gaelic choir from one of our primary schools will also perform.

We would like to continue this project, expanding to a bigger event and venue and including more schools from across the authority and potentially wider out to our regional collaborative (South West0

A pre-event '*Whit's in a name? Ainmean àite ann an Siorradh Àir a Deas*' will engage every primary school within South Ayrshire that has a Gaelic root (or translation), with support materials and GDO input, to research the place name of their school and other topographical features in the locality.

They will then create artwork using any medium of their choice to represent the meaning of the school/place name. Video presentations of the children speaking simple phrases (e.g., Tha sinn a' fuireach ann...) to be looped in a video.

Both the events are to be open to the public/parents/whole community to raise the profile of Gaelic in South Ayrshire.

The initial event and art installation will be in the Cutty Sark Centre in Ayr town centre, with the artwork/digital installation being moved to other arts venues in South Ayrshire (Carrick centre, Maybole and the McKechnie Institute, Girvan)

We would also like to have a *Bòrd na Gàidhlig* presence at the expanded event and one of our education partners, *Giglets*, who create digital stories in Gaelic language.

Pàrantan Corporra
Corporate Parenting

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

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

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

There are currently no Gaelic-speaking care experienced young people registered with South Ayrshire Council.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

Provision will be made available where applicable, for care experienced young people.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh a-steach
For all organisations to complete

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

Our local authority has many rural schools, and the development of online resources can be used to support these rural schools with Gaelic language learning.

As very few people use Gaelic across South Ayrshire, there is not a demand or the capacity to develop greatly but is always prepared to further develop when possible and ensure equality of opportunity.

Gaelic training modules are available on the Council COAST e-learning site, which would only be available to staff who have access to the internet. The module will be undergoing a review to see where it can be updated and improved, and the aim will be to include a short assessment to prove completion. By including a short assessment, it will allow us to record and monitor the number of employees who are completing the module.

Gaelic literature is available in South Ayrshire Libraries, if demand increases then increasing stock would be considered. We will continue to make available Book Bug Packs and promote their availability to partners, this is ongoing.

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

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

Education Services have applied each year for grant funding from Scottish Government under the Grants for Gaelic Education (Scotland) Regulations 1986 – this is used to support programmes as detailed throughout this report.

A	B	C	D
Item	Amount (£)	Paid Invoice [Y/N]	Other (please specify, e.g. certificate of payment in kind)
Printing of 40 support packs for teachers @ £50.00 each to be given to all Early Years Centres	£2,000	N	Not ordered yet
Art and Craft resources to support delivery of SAC Creative Puppetry Gaelic Project	£2,145	N	Not ordered yet
South Ayrshire Gaelic Showcase Event	£4,000	N	Not started yet (scheduled for March 2024)
Resources to support development and delivery of Seinnibh Còmhla Rium (Everyone sing with me) project	£2,855	N	Not ordered yet
Dundonald Castle Community School Project	£2,000	N	Not ordered / started yet
TOTAL*	£13,000		

Equalities has been given a dedicated Council budget which can be used (as required) to promote and raise awareness of Equality and Diversity and further enhance the use of Gaelic across the local authority. Unfortunately, due to long-term absence within Equalities, and a recent team restructure, there has been little capacity to raise awareness. However, the team is now at full capacity following a recruitment process, therefore work will take place during 2024 to advance equality of opportunity within our local communities.

There is a significant amount of work taking place to advance equality of opportunity for children and young people as highlighted by the extensive work taking place within Schools, led by the Gaelic Development Officers.

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

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

South Ayrshire Education Services is planning on hosting an event scheduled for March 2024 - this could be something that could be shared in the future.

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

Inbhe	Status			
<p>Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p>			
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>			
Conaltradh leis a' phoball	Communicating with the public			
<p>Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>		ORANGE	
<p>Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitcheinn.</p>	<p>Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>		ORANGE	
<p>Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.</p>	<p>Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>		RED	No current Gaelic speaking staff in Customer Contact Services
<p>Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>		RED	This would be carried out as requested.

Fiosrachadh	Information			
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>RED The Communications Team will carry this out when requested.</p>		
<p>Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	<p>RED The Communications Team will carry this out when requested.</p>		
<p>An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p>ORANGE</p>		
<p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	<p>RED Publications are available on request.</p>		
<p>Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn</p>	<p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>	<p>RED This needs to be developed further however translations are available on request.</p>		
<p>Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuidh as motha a thoirt air cùisean.</p>	<p>Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>	<p>ORANGE</p>		

Luchd-obrach	Staff			
<p>Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	ORANGE		
<p>Fiosrachadh Inntigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntigidh a gheibh luchd-obrach ùr.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	GREEN Available within Equality & Diversity training modules which all staff are made aware of as part of induction.		
<p>Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhan don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	GREEN Mostly within Education Staff		
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	GREEN Available within Equality & Diversity training modules		
<p>Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority</p>	RED Being monitored		
<p>Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.</p>	<p>Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	RED Being monitored		
<p>Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.</p>	<p>Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	RED Will be implemented when appropriate		

Corpas na Gàidhlig	Gaelic Language Corpus			
<p>Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>RED This will need to be explored further</p>		
<p>Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p>Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>	<p>GREEN</p>		