

Gaelic Language Plan 2022-25

Plana Gàidhlig 2022-25



This plan was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 30 August 2022.

Chaidh am plana seo ullachadh fo Earrann 3 de Achd na Gàidhlig (Alba) 2005 agus chaidh aontachadh le Bòrd na Gàidhlig air 30 Lùnastal 2022.

#useit

Gàidhlig

#cleachdì

Foreword

Welcome – Fàilte

I am pleased to introduce the third edition of our Gaelic Language Plan (GLP).

Our new GLP comes at a time of uncertainty and change for Scotland. The COVID-19 public health emergency hit at staggering scale and speed, generating significant social, political, economic and environmental implications around the world.

Gaelic is a living language. Its usage is spread across geographies, sectors and occupations. The language is supported by Scotland's key economic sectors including tourism, hospitality, creative industries, food and drink, and retail.

The current era of economic disruption – characterised by automation and technological change, compounded by the global climate emergency, uncertainties of Brexit, the pressures of an ageing population, and now the need for COVID-19 recovery – is revolutionising the skills required by workers and employers and the economy.

These are challenging times for Scotland's businesses, workers and economy. In response to these challenges, a significant process of economic restructuring is currently underway in Scotland.

Facal-toisich

Fàilte

Tha mi toilichte an treas Plana Gàidhlig (GLP) againn, a chur an aithne dhuibh.

Tha an GLP ùr againn a' tighinn aig àm mì-chinnt agus atharrachaidh ann an Alba. Thàinig cùis-èiginn slàinte phoblach COVID-19 oirnn aig astar agus meud, ag adhbharachadh bhuidhean cudromach sòisealta, poilitigeach, eaconamach agus àrainneachdail air feadh an t-saoghail.

Is e cànan beò a th' ann an Gàidhlig. Tha cleachdadh na Gàidhlig sgaoilte tarsainn chruinn-eòlasan, roinnean agus dhreuchdan. Tha an cànan a' faighinn taic bho phrìomh roinnean eaconamach na h-Alba, a' gabhail a-steach turasachd, aoigheachd, gnìomhachasan cruthachail, biadh is deòch agus reic

Tha an t-àm seo de throimh-chèile eaconamach – air a dhearbhadh tro fhèin-obrachas agus atharrachadh teicneòlasach, co-thàthe leis an èiginn an lùib gnàth-shìde chruinneil, mì-chinnt mu Brexit, na cuideaman co-cheangailte ri àireamh-sluaigh a' fàs aosta, agus a-nis an fheum air faighinn thairis air COVID-19 – a' tionndadh nan sgilean a dh'fheumas luchd-obrach, luchd-fastaidh agus an eaconamaidh.

Is e amannan dùbhlach a tha seo do ghnothachasan, luchd-obrach agus eaconamaidh na h-Alba. Mar fhreagairt do na dùbhlain sin, tha pròiseas cudromach de ath-structaradh eaconamach gu làithreach air shiubhal ann an Alba.

Beyond this crisis – as Scotland looks to recover and continues to move its economy towards becoming more productive, inclusive, sustainable and truly global in outlook – we must ensure the social, cultural and economic value of Gaelic is included in the national conversation about our future.

Gaelic plays a unique role in Scottish identity and culture and it has long been recognised that it makes a positive and measurable contribution to our communities, labour market, businesses and the economy.

Skills Development Scotland (SDS) is focused on achieving greater collaboration across the learning and skills landscape. We will continue to work closely with Scottish Government and our agency partners to promote the recognition of Gaelic as a fundamental part of Scottish culture, heritage and the wider economy.

This third edition of our Gaelic Language Plan sets out a formal structure for our support of the Gaelic language, with new initiatives and clear targets, reflecting a strong commitment throughout SDS to see Gaelic thrive.

Damien Yeates

**Chief Executive
Skills Development Scotland**

Às dèidh na cùis-èiginn seo – mar a tha Alba a’ coimhead ri slànachadh agus cumail a’ gluasad an eaconamaidh a dh’ionnsaigh fàs a tha tairbheach, in-ghabhalach, seasmhach agus gu deimhinneach cruinneil na lèirsinn – feumaidh sinn dèanamh cinnteach gu bheil luach sòisealta, cultarach agus eaconamach na Gàidhlig air a ghabhail a-steach sa chòmhradh nàiseanta mun àm ri teachd.

Tha àite air leth aig Gàidhlig ann an dearbh-aithne agus cultar na h-Alba agus tha e fad-aithnichte gu bheil comas mòr aice air tabhartas deimhinneach is tomhaiseach a chur ri ar coimhearsnachdan, margaid obrach, gnothachasan agus an eaconamaidh.

Tha SDS cuimsichte air co-obrachadh nas motha a choileanadh tarsainn an raoin ionnsachaidh is sgilean. Leanaidh sinn air adhart ag obair gu dlùth le Riaghaltas na h-Alba agus ar com-pàirtichean buidheannail gus aithne don Ghàidhlig adhartachadh mar phàirt bhunasach de chultar, dualchas agus eaconamaidh na h-Alba san fharsaingeachd.

Tha an treas eagraan seo den Phlana Ghàidhlig a’ mìneachadh structar foirmeil a thaobh ar taic don Ghàidhlig, le iomairtean ùra agus targaidean soilleir, a’ nochdadh dealas làidir air feadh SDS gu Gàidhlig fhaicinn a’ soirbheachadh.

Damien Yeates

**Àrd-Oifigear
Leasachadh Sgilean Alba**

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1. Introduction

About Skills Development Scotland

Skills Development Scotland is the national skills agency in Scotland. Our purpose is to drive productivity and inclusive growth through investment in skills, enabling businesses and people to achieve their full potential. We engage with partners at national, regional and local level, flexing and shaping our delivery to meet local needs and priorities, while informed by the knowledge of effective practice from across the country and beyond.

We work to help create a Scotland in which:

- All people have the skills, information and opportunities to succeed in the labour market
- Businesses drive productivity and inclusive growth
- The learning and skills system is dynamic and responsive
- SDS leads by example and continuously improves to achieve excellence.

Further details on SDS's strategic approach and operational activities can be found [in our Strategic Plan 2019-22](#).

1. Ro-ràdh

Mu Dheidhinn Leasachadh Sgilean Alba

Is e Leasachadh Sgilean Alba (SDS) am buidheann sgilean nàiseanta ann an Alba. Is e ar rùn, tarbhachd agus fàs in-ghabhalach a stiùireadh tro thasgadh ann an sgilean, a' comasachadh ghnòthachasan agus dhaoine gu an làn chomais a choileanadh. Bidh sinn a' conaltradh le com-pàirtichean aig ìre nàiseanta, roinneil agus ionadail, ag atharrachadh 's a' cumadh ar lìbhrigidh gus feumalachdan agus prìomhachasan ionadail a choileanadh, agus fiosraichte le eòlas cleachdaidh èifeachdach bho air feadh na dùthcha agus air a thaobh a-muigh.

Tha sinn ag obair gus cuideachadh le dùthaich Alba a chruthachadh far a bheil:

- na sgilean, fiosrachadh agus cothroman aig na daoine uile airson soirbheachadh sa mhargaid obrach
- ghnòthachasan a' stiùireadh tarbhachd agus fàs in-ghabhalach
- an siostam ionnsachaidh is sgilean brosnachail agus freagairteach
- SDS a' stiùireadh tro eisimpleir agus gu leantainneach a' leasachadh gus sàr-mhathas a choileanadh.

Gheibhear tuilleadh fiosrachaidh mu mhodh-obrach ro-innleachdail agus gnìomhachdan obrachail SDS [nar Plana Ro-innleachdail 2019-22](#).

Our responsibility towards Gaelic

The Gaelic Language (Scotland) Act 2005 seeks to secure the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language.

Under the 2005 Act Bòrd na Gàidhlig (BNG) requires public authorities, including SDS, to prepare a Gaelic language plan.

SDS's Gaelic Language Plan is prepared within the framework of the Act and in accordance with both the National Gaelic Language Plan (NGLP) 2018-23 and the Guidance on the Development of Gaelic Language Plans.

About this Plan

SDS is committed to the support and development of the Gaelic language; we understand our contribution to the recognition of Gaelic as an economic, social and cultural asset for Scotland.

This, the third edition of our plan, covers the period 2022-2025. It builds on our experience of implementing previous plans and includes more ambitious activities for SDS going forward. It outlines:

- how we use Gaelic in the operation of our functions
- how we will continue to use Gaelic in our corporate identity and administration
- how we will continue to promote and develop Gaelic language and culture within SDS
- the key activities we are committed to delivering over the next three years, relevant to the needs of individuals, businesses and the Scottish economy

Ar dleastanas a thaobh Gàidhlig

Tha Achd na Gàidhlig (Alba) 2005 a' sireadh ri inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh spèis co-ionann ri Beurla.

Fo Achd 2005, tha Bòrd na Gàidhlig (BnG) ag iarraidh gun ullaich ùghdarrasan poblach, a' gabhail a-steach SDS, plana Gàidhlig.

Tha Plana Gàidhlig SDS air ullachadh taobh a-staigh frèam-obrach na h-Achd agus ann an co-rèir ris an dà chuid Plana Nàiseanta na Gàidhlig (NGLP) 2018-23 agus Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

Mun Phlana seo

Tha SDS dealasach a thaobh taic agus leasachadh na Gàidhlig: tha sinn a' tuigsinn ar tabhartais a dh'ionnsaigh aithne don Ghàidhlig mar sho-mhaoin eaconamach, sòisealta agus cultarach do dh'Alba.

Tha seo, an treas eagan den phlana againn, a' còmhdach an ama 2022-2025. Tha e a' togail air ar n-eòlas an lùib ar buileachaidh air na planaichean roimhe seo agus a' gabhail a-steach barrachd ghnìomhan àrd-amasail do SDS a' dol air adhart. Tha e a' mìneachadh:

- mar a chleachdas sinn Gàidhlig ann an coileanadh ar n-obraichean.
- mar a leanas sinn air adhart a' cleachdadh na Gàidhlig nar dearbh-aithne chorporra agus rianachd.
- mar a leanas sinn ag adhartachadh agus a' leasachadh cànan is cultar na Gàidhlig taobh a-staigh SDS.
- nam prìomh ghnìomhan a tha sinn air gealltainn a liubhairt thar an ath thrì bliadhna a tha buntainneach do fheumalachdan dhaoine fa leth, ghnothachasan agus eaconamaidh na h-Alba.

- how we will measure and monitor the progress of these activities.

In addition to statutory requirements, this third edition of our plan takes account of:

- the implications of Scotland's Economic and Labour Market Strategies, the Rural Skills Action Plan, the Future Skills Action Plan, and SDS's role in relation to them, for Gaelic in Scotland
- how shared responsibility, and greater alignment and collaboration between SDS and the country's other enterprise and skills agencies can more effectively promote Gaelic language, education and culture across Scotland.

We will continue to work together with BNG and other stakeholder organisations in driving forward and delivering Scotland's ambitions for Gaelic. SDS gratefully acknowledges the assistance and support provided by BNG in the production of this Plan.

- mar a nì sinn tomhas agus sgrùdadh air adhartas nan gnìomhan sin.

A thuilleadh air na riathanasan reachdail, tha am plana seo a' gabhail cunntas air:

- buaidhean Ro-innleachdan Margaid Eaconamach is Saothrach na h-Alba, Plana Gnìomhaidh Sgìlean Dùthchail agus Plana Gnìomhaidh Sgìlean Teachdail, agus àite SDS co-cheangailte riutha, do Ghàidhlig ann an Alba
- mar a dh'fhaodas dleastanas co-roinnte agus co-thaobhadh is co-obrachadh nas motha eadar SDS agus buidhnean iomairt is sgìlean eile na dùthcha, cànan, foghlam is cultar na Gàidhlig adhartachadh gu h-èifeachdach air feadh Alba

Leanaidh sinn air adhart ag obair còmhla ri BnG agus buidhnean eile le ùidh ann an stiùireadh air adhart agus liubhairt àrd-amasan na h-Alba don Ghàidhlig. Tha SDS le buidheachas a' gabhail ris a' chuideachadh agus an taic a thug BnG dhaibh ann an toirt a' phlana seo gu buil.

2. Context

Gaelic in Scotland

Gaelic language

At the time of the 2011 census (currently the most up to date), 87,100 people aged three and over in Scotland (1.7% of the population) had some Gaelic language skills. Of these 87,100 people:

- 32,400 (37%) had full skills in Gaelic and could understand, speak, read and write Gaelic
- 57,600 (66%) could speak Gaelic
- 6,100 (7%) were able to read and/or write but not speak Gaelic
- 23,400 (27%) were able to understand Gaelic but could not speak, read or write it.

Highland, Eilean Siar and Glasgow City are the local authority areas with the largest numbers of people with some Gaelic language ability; with almost half (49%) of those with some Gaelic language skills nationally, and 70.3% of people who used Gaelic at home, living within these three local authorities.

The proportion of people aged three and over with some Gaelic language skills was highest in Eilean Siar (61%), Highland (7%) and Argyll and Bute (6%). In Glasgow City it was 1.7%, while this is the same as the national average, it represents a high density of Gaelic speakers within one geographic location. Of people who were Gaelic speakers, 40% reported using Gaelic at home nationally, although the proportion varies geographically from 22.1% up to 79.2% according to how widely Gaelic is used in the local community.

2. Co-theacsa

Gàidhlig ann an Alba

An Cànan

Aig àm cunntas-sluaigh 2011 (as ùire aig an àm seo), bha beagan sgilean Gàidhlig aig 87,100 neach, aois trì bliadhna agus còrr ann an Alba (1.7% den àireamh-sluaigh). Den 87,100 sin:

- bha làn sgilean ann an Gàidhlig aig 32,400 (37%), 's e sin do am b' urrainn Gàidhlig a thuigsinn, a labhairt, a leughadh agus a sgrìobhadh
- b' urrainn do 57,600 (66%) Gàidhlig a labhairt
- bha 6,100 (7%) comasach air Gàidhlig a leughadh agus/no Gàidhlig a labhairt
- bha comas aig 23,400 (27%) Gàidhlig a thuigsinn ach cha robh comas a labhairt, a leughadh no a sgrìobhadh.

Is iad a' Ghàidhealtachd, na h-Eileanan Siar agus Baile Ghlaschu na h-ùghdarrasan ionadail sa bheil na h-àireamhan as motha de dhaoine le comas air choreigin ann an Gàidhlig; le faisg air an leth (49%) le cuid de sgilean Gàidhlig gu nàiseanta, agus 70.3% de dhaoine a chleachd Gàidhlig san dachaigh a' fuireach taobh a-staigh nan trì ùghdarrasan ionadail sin.

Bha a' cho-chuid de dhaoine a b' àirde, aois trì bliadhna agus còrr le cuid de sgilean Gàidhlig, sna h-Eileanan Siar (61%), a' Ghàidhealtachd (7%) agus Earra-Ghàidheal is Bòd (6%). Ann am Baile Ghlaschu bha 1.7%, ged a tha seo co-ionann ris a' chuibheas nàiseanta, tha e a' riochdachadh dùmhachd àrd de luchd-labhairt na Gàidhlig taobh a-staigh aon roinn cruinn-eòlasach. De dhaoine a bha nan luchd-

Where all adults in the household had some Gaelic skills, the incidence of Gaelic-speaking ability among children was 37.8% for children aged three to four, 48.6% for children aged five to 11 and 46.3% for children aged 12 to 17. However, at both primary school and secondary school stages the largest group of Gaelic speakers lived in households where no adult had any Gaelic skills (36.1% for children aged five to 11 and 39.3% for children aged 12 to 17).

labhairt Gàidhlig, dh'aithris 40% a bhith a' cleachdadh Gàidhlig san dachaigh gu nàiseanta, ged a tha a' cho-chuid ag atharrachadh gu cruinn-eòlasach bho 22.1% suas gu 79.2% a rèir agus cho farsaing 's a tha Gàidhlig ga cleachdadh sa choimhearsnachd ionadail.

Far an robh cuid de sgilean Gàidhlig aig inbhich san dachaigh, bha an tachartas de chomas labhairt na Gàidhlig am measg chloinne aig 37.8% le clann aois trì gu ceithir bliadhna, 48.6% aig aois 5 gu 11 agus 46.3% aig aoisean 12 gu 17. Ach, aig an dà chuid ìre bun-sgoile agus àrd-sgoile, bha am buidheann a bu mhotha de luchd-labhairt na Gàidhlig a' còmhnaidh ann an dachaighean far nach robh sgilean Gàidhlig aig inbheach sam bith (36.1% aig aois 5 gu 11 agus 39.3% aig aois 12 gu 17).

Celebrating Gaelic culture: SDS sponsored the Learner Award at the Scottish Gaelic Awards, December 2020.



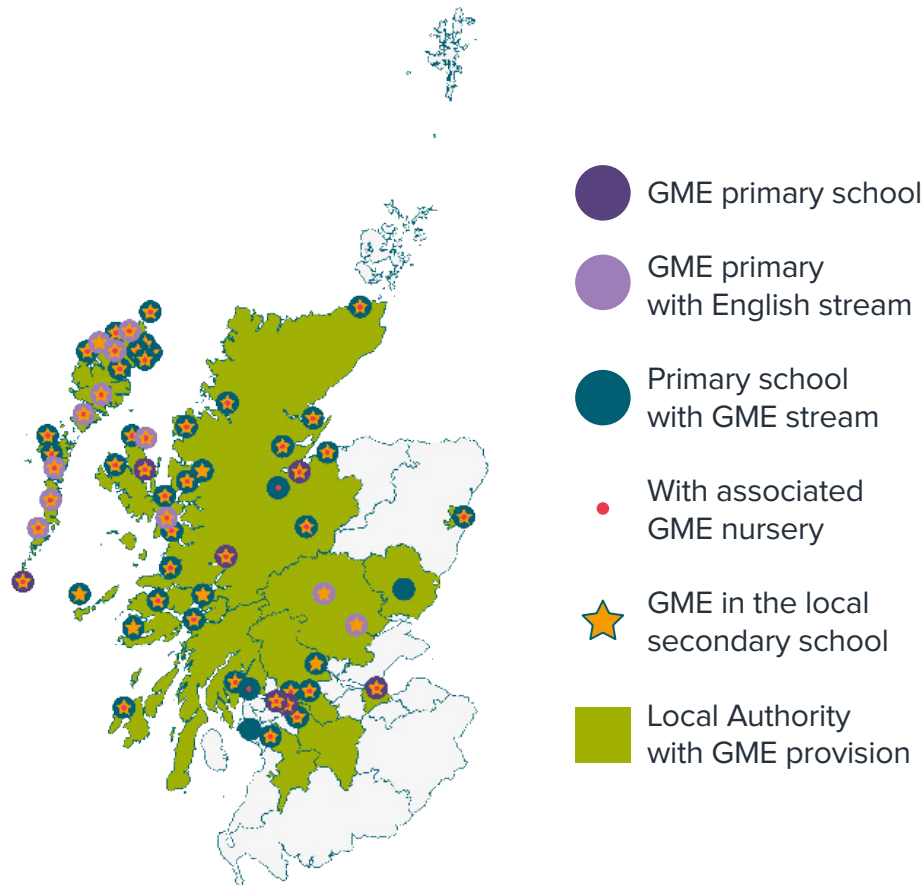
A comharrachadh cultar Gàidhlig: Thug SDS taic do dhuais an neach-ionnsachaidh aig Duaisean Gàidhlig na h-Alba, Dùbhlachd 2020.

Gaelic education

Primary and secondary education

A breakdown of Gaelic school, teacher and student numbers can be found in Tables 1 and 2 on page 13. A map of the locations in which Gaelic primary and secondary education is delivered across Scotland can be found in Figure 1 below.

Figure 1 – Gaelic Medium Education in Scotland

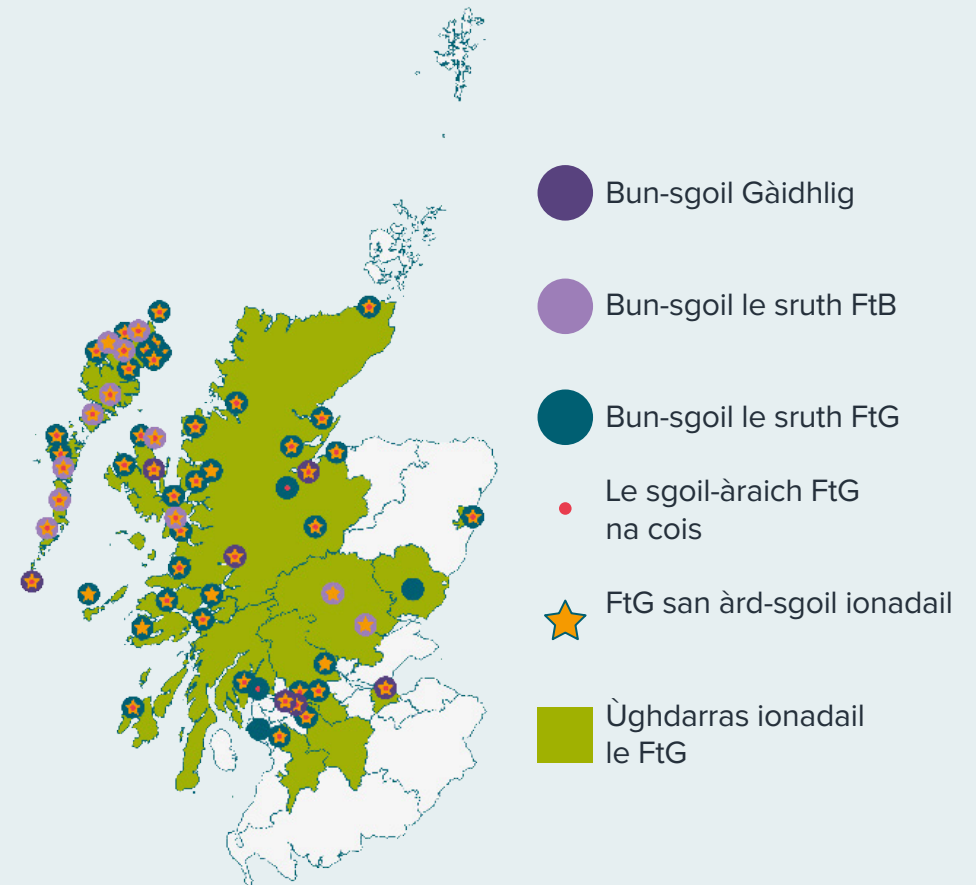


Foghlam Gàidhlig

Foghlam bun-sgoile is àrd-sgoile

Gheibhear mìneachadh air àireamhan sgoile, tidsearan agus sgoilearan Gàidhlig ann an Clàran 1 is 2 air duilleag 13. Tha mapa de na h-àiteachan far a bheil foghlam Gàidhlig bun-sgoile agus àrd-sgoile ga lìbhrigeadh air feadh Alba, ri lorg ann am Figear 1 gu h-ìosal.

Figear 1 – Foghlam tro Mheadhan na Gàidhlig ann an Alba



Gaelic as an economic and cultural asset

Gaelic is used every day in communities across Scotland. However, businesses and other organisations are now capitalising on the language to generate economic value. It is estimated that the value of Gaelic as an economic asset to the Scottish economy could be in the region of between £82m and £149m.

In 2018, SDS, in partnership with Highlands and Islands Enterprise (HIE) and BNG, undertook a study which aimed to provide an evidence base of the position of the Gaelic language labour market in Scotland, as well as consider how it could be further supported and developed in the context of the challenges the language faces. Arising from this research, several actions were proposed to increase momentum on Gaelic language skills, which can be read in the [full report](#). This study has helped inform decision-making in SDS, and that of other partners, in building on existing, and developing new activities to support Gaelic language.

We recognise, and promote, Gaelic language skills as an employability tool that can open doors to various careers and sectors. There are different options for learning Gaelic and a comprehensive list of courses available in Scotland can be found on the [LearnGaelic](#) and [SpeakGaelic](#) websites. Applications, such as Duolingo, have been increasingly successful in helping people to learn Gaelic.

Culturally, Gaelic is also especially important, particularly in relation to the tourism sector and creative industries, for example, Gaelic events such as the Royal National Mòd, provincial Mòds and Celtic Connections. There are several cultural and arts agencies such as Feisean nan Gaidheal and Tobair and Dualchais which further promote and encourage the use of Gaelic language within creative industries and broadcast media such as BBC Alba and Radio nan Gaidheal.

Gàidhlig mar sho-mhaoin eaconamach is chultarach

Tha Gàidhlig ga cleachdadh gach latha ann an coimhearsnachdan air feadh Alba. Ach, tha gnothachasan agus buidhnean eile a-nis a' calpachadh air a' chànan gus luach eaconamach a bhrosnachadh. Tha e air a thuairmseadh gum faodadh Gàidhlig mar sho-mhaoin eaconamach do dh'eaconamaidh na h-Alba a bhith eadar £82m agus £149m.

Ann an 2018, ghabh SDS ann an com-pàirteachas le Iomairt na Gàidhealtachd 's nan Eilean (HIE) agus BnG, sgrùdadh os làimh a bha ag amas air stèidheachd fianais fhaotainn air suidheachadh margaid obrach na Gàidhlig ann an Alba, a thuilleadh air beachdachadh air mar a ghabhadh taic a thoirt dhi agus a leasachadh barrachd ann an co-theacsa nan dùbhlàn ris a bheil an cànan a' dèiligeadh. Mar thoradh air an rannsachadh seo, chaidh àireamh de ghnìomhan a mholadh gus astar-obrach air sgilean Gàidhlig a mheudachadh, a dh'fhaodar a leughadh san aithisg iomlan. Tha an sgrùdadh seo air cuideachadh le co-dhùnaidhean SDS fhiosrachadh, agus mar an ceudna le com-pàirtichean eile, a thaobh togail air gnìomhan a th' ann mar-thà agus leasachadh air gnìomhan ùra mar thaic don Ghàidhlig.

Tha sinn a' tuigsinn agus ag adhartachadh sgilean Gàidhlig mar inneal so-fhastachd a dh'fhaodas dorsan fhosgladh gu diofar dhreuchdan-beatha agus roinnean. Tha diofar roghainnean an làthair airson Gàidhlig ionnsachadh agus tha liosta farsaing de chùrsaichean ann an Alba rim faotainn air làraichean-lìn [LearnGaelic](#) agus [SpeakGaelic](#). Tha prògraman leithid Duolingo air a bhith a' sìor fhàs soirbheachail ann an cuideachadh dhaoine gu Gàidhlig ionnsachadh.

Tha Gàidhlig glè chudromach cuideachd gu cultarach, gu h-àraid a thaobh na roinne turasachd agus gnìomhachasan cruthachail, mar eisimpleir, tachartasan Gàidhlig mar am Mòd Nàiseanta Rìoghail, Mòdan ionadail agus Celtic Connections. Tha àireamh de bhuidhnean cultarach is ealain ann leithid Feisean nan Gaidheal, Comhairle nan Leabhraichean agus Tobar an Dualchais, a bhios ag adhartachadh agus a' brosnachadh cleachdadh na Gàidhlig taobh a-staigh nan gnìomhachasan cruthachail agus meadhanan craolaidh, leithid BBC Alba agus Radio nan Gaidheal.

Gaelic in SDS

SDS operates from a network of Public Access Centres and partner delivery sites, with regional and national headquarter locations. Our network extends into areas identified as having higher numbers of Gaelic speakers in the North, West and Glasgow as well as areas where Gaelic usage and Gaelic medium education is low or developing. Our national coverage places SDS in a strong position to increase activity in Gaelic speaking areas and support uptake and usage where Gaelic is less established.

The Guidance on Gaelic Language Plans enables ‘the development of Gaelic Language Plans that are reasonable and proportionate according to the particular circumstances of individual authorities.’

As such, SDS prioritises actions in areas with a more established and visible Gaelic community and culture - that is in communities where 20% or more of the population use Gaelic and or/where Gaelic medium education is being delivered.

Our work in schools

SDS delivers face-to-face Careers Information Advice and Guidance (CIAG) in all of Scotland’s publicly funded secondary schools, as well as creating appropriate materials for teachers and practitioners to use with older primary school children (P5-P7). Further information on our CIAG school service offer can be found [on our website](#).

SDS recognises its responsibility to deliver Gaelic language products and services through schools which will develop and enhance the Career Management Skills of Gaelic-speaking children and young adults.

Gàidhlig ann an SDS

Tha SDS ag obrachadh bho lìonra de dh’ionadan de shlighe phoblach agus làraichean liubhairt chom-pàirtichean, le àiteachan far a bheil prìomh-oifisean roinneil agus nàiseanta. Tha an lìonra againn a’ leudachadh a-steach do dh’àiteachan air an comharrachadh le àireamhan nas àirde de luchd-labhairt na Gàidhlig aig Tuath, an Iar agus Glaschu, a thuilleadh air àiteachan far a bheil cleachdadh na Gàidhlig agus foghlam tro mheadhan na Gàidhlig ìosal no a’ leasachadh. Tha ar còmhach nàiseanta a’ cur SDS ann an suidheachadh làidir gus taic a chur ri gnìomhachd ann an àiteachan Gàidhlig thraidiseanta agus togail air is cleachdadh air a’ Ghàidhlig a bhrosnachadh, far nach eil ìrean ùidhe cho stèidhichte.

Tha Stiùireadh air Planaichean Gàidhlig a’ comasachadh ‘leasachadh Phlanaichean Gàidhlig a tha reusanta agus co-chuideil a rèir shuidheachaidhean sònraichte ùghdarrasanl fa leth.’

Mar sin, tha sinn a’ prìomhachadh ar gnìomhan ann an raointean le coimhearsnachd agus cultar Gàidhlig a tha nas stèidhichte agus faicsinneach – ’s e sin coimhearsnachdan far a bheil 20% no barrachd den àireamh-sluaigh a’ cleachdadh na Gàidhlig, agus far a bheil foghlam tro mheadhan na Gàidhlig ga lìbhrigeadh – agus a’ toirt nas lugha prìomhachais do dh’àiteachan far nach ann mar sin a tha a’ chùis.

Ar n-obair ann an sgoiltean

Tha SDS a’ lìbhrigeadh Stiùireadh is Comhairle Fiosrachadh Dhreuchdan (CIAG) aghaidh-ri-aghaidh ann an àrd-sgoiltean na h-Alba uile a tha maoinichte gu poblach, a thuilleadh air a bhith a’ cruthachadh stuthan iomchaidh do thidsearan agus luchd-cleachdaidh airson an cleachdadh le sgoilearan bun-sgoile nas sine (P5-P7). Lorgar tuilleadh fiosrachaidh mu ar seirbheis sgoile CIAG air an [làrach-lìn againn](#).

In 2020/2021 there were 9,869 children in Gaelic medium education and Gaelic learner education in Scotland. A breakdown of the figures is shown in Tables 1 and 2. ²

Table 1

| Gaelic Medium Education in Scotland (2020-21) | No. of Delivery Locations | No. of Teachers / Staff | No. of Children / Pupils |
|---|---------------------------|----------------------------------|--------------------------|
| Nursery | 52 | 136 FTE | 995 (expected) |
| Primary | 61 | 238 FTE | 3,801 |
| Secondary | 32 | 110 FTE (delivering 23 subjects) | 1,474 |

Table 2

| Gaelic Learning Education in Scotland (2020-21) | No. of Local Authority Areas | No. of Delivery Locations | No. of Teachers / Staff | No. of children / pupils |
|---|------------------------------|---------------------------|-------------------------|--------------------------|
| Secondary | 7 | 32 | 57 FTE | 3,599 |

Tha SDS mothachail do a dhleastanas a thaobh toraidhean is seirbheisean na Gàidhlig a lìbhrigeadh tro sgoiltean, a leasaicheas agus a neartaicheas na Sgìlean Stiùiridh Dhreuchdan aig clann agus inbhich òga le Gàidhlig.

Ann an 2020/2021 bha 9,869 neach-cloinne ann am foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh na Gàidhlig ann an Alba. Tha mìneachadh air na figearan ri fhaicinn ann an Clàran 1 is 2 ².

Clàr 1

| Mheadhan na Gàidhlig ann an Alba (2020-21) | Àireamh de dh'Àiteachan Lìbhrigidh | Àireamh de Thidsearan / Luchd-obrach | Àireamh chloinne / sgoilearan |
|--|------------------------------------|--------------------------------------|-------------------------------|
| Sgoil-àraich | 52 | 136 FTE | (an dùil ri) 995 |
| Bun-sgoil | 61 | 238 FTE | 3,801 |
| Àrd-sgoil | 32 | 110 FTE (lìbhrigeadh 19 cuspairean) | 1,474 |

Clàr 2

| Ionnsachadh Foghlam Gàidhlig ann an Alba (2020-21) | Àireamh de Sgìrean Ùghdarrasan Ionadail | Àireamh de dh'Àiteachan Lìbhrigidh | Àireamh de Thidsearan / Luchd-obrach | Àireamh chloinne / sgoilearan |
|--|---|------------------------------------|--------------------------------------|-------------------------------|
| Àrd-sgoil | 7 | 32 | 57 FTE | 3,599 |

Following the publication of the [Education \(Scotland\) Act 2016](#), SDS has continued to liaise with BnG to understand ambitions for the expansion and development of Gaelic medium education and Gaelic learner education, and to determine how our services can best support their work.

Our work with employers

SDS promotes the benefits of Gaelic, and individuals with Gaelic language skills, to employers and other stakeholders through briefings, attendance at employer engagement events and other forums which are deemed applicable.

SDS also works with employers across specific sectors including Tourism, Creative Industries, Early Years and Childcare, and Health and Social Care. For instance, SDS works in partnership with Sabhal Mòr Ostaig and the University of Highlands and Islands (UHI) to deliver Foundation Apprenticeships in Creative and Digital media in the Gaelic language.

By continuing to develop the evidence base for the Gaelic language labour market, SDS helps to ensure that employers can attract the high-quality Gaelic language and professional skills they need.

Links to Local and Regional Frameworks

SDS interacts with local and regional frameworks (including in relation to Gaelic) in several ways. These include:

- working closely with local and regional partners, including educators, community planning partnerships, regional economic partnerships and others, to identify and achieve shared goals
- engaging with regional economic partnerships, including City Deals, to support decision making in local skills provision

A' leantainn air foillseachadh [Achd an Fhoghlaim \(Alba\) 2016](#), tha SDS air leantainn a' cumail cheanglaichean le BnG gus an àrd-amasan a thuigsinn a thaobh leudachadh agus leasachadh air Foghlam tro Mheadhan na Gàidhlig agus Foghlam Luchd-ionnsachaidh na Gàidhlig, agus gus dearbhadh mar as fheàrr a ghabhas ar seirbheisean an cleachdadh airson taic a thoirt don obair aca.

Ar n-obair le luchd-fastaidh

Tha sinn ag adhartachadh buannachdan na Gàidhlig agus daoine fa leth le sgilean Gàidhlig, do luchd-fastaidh agus luchd-ùidhe eile tro bhrathan-ullachaidh, frithealadh thachartasan conaltraidh le luchd-fastaidh, agus fòraman eile a tha air am meas freagarrach.

Bidh sinn cuideachd ag obair le luchd-fastaidh tarsainn roinnean sònraichte, a' gabhail a-steach Turasachd, Gnìomhachasan Cruthachail, Tràth-Bhliadhnaichean is Cùram-chloinne, agus Slàinte is Cùram Sòisealta. Mar eisimpleir, tha SDS ag obair ann an com-pàirteachas le Sabhal Mòr Ostaig agus Oilthigh na Gàidhealtachd 's nan Eilean (UHI) gus Bun-Phreantasachdan ann am meadhanan Cruthachail is Didseatach a libhrigeadh ann an Gàidhlig.

Le bhith a' leantainn leis an stèidheachd fianais againn a leasachadh do mhargaid obrach na Gàidhlig, tha sinn a' cuideachadh le dhèanamh cinnteach gun urrainn do luchd-fastaidh na sgilean àrd-chàileachdail Gàidhlig is proifeiseanta air a bheil feum aca, a tharraing.

Ceanglaichean ri Frèaman-obrach Ionadail is Roinneil

Tha SDS ag eadar-obrachadh le frèaman-obrach ionadail agus roinneil (a' gabhail a-steach a thaobh Gàidhlig) ann an àireamh de dhòighean. Tha seo a' gabhail a-steach:

- undertaking work with other enterprise and skills bodies to achieve the best outcomes for all our customers at a national, regional, and local level.

Mainstreaming Gaelic

SDS's contribution to the [development areas identified in the NGLP](#) will be primarily made through implementing the actions in the Plan. However, there are opportunities to promote and develop the Gaelic language, including through existing day-to-day service delivery. SDS will continue to identify areas where Gaelic can be proactively incorporated, and the priorities of the NGLP initiated, through our wider work as an organisation. This corresponds to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland.

- Ag obair gu dlùth le com-pàirtichean ionadail agus roinneil, a' gabhail a-steach luchd-oideachaidh, com-pàirteachasan planaigh coimhearsnachd, com-pàirteachasan eaconamach roinneil agus feadhainn eile, gus amasan co-roinnte a chomharrachadh agus a choileanadh.
- Conaltradh le com-pàirteachasan eaconamach roinneil, a' gabhail a-steach City Deals, gus taic a chur ri co-dhùnaidhean ann an solar sgilean ionadail.
- Gabhail obair os làimh le buidhnean iomairt agus sgilean eile gus na builean as fheàrr a choileanadh
- do ar teachdaichean uile aig ìre nàiseanta, roinneil agus ionadail.

Prìomhachadh Gàidhlig

Bidh ar tabhartas do na [raointean leasachaidh air an comharrachadh san NGLP](#) dèante sa chiad àite tro bhuileachadh nan gnìomhan sa phlana againn. Ach, tha cothroman ann air a' Ghàidhlig adhartachadh agus a leasachadh, a' gabhail a-steach tro ar liubhairt air seirbheis làithreach bho latha gu latha. Leanaidh sinn air adhart a' comharrachadh raointean far am faod Gàidhlig a bhith air a gabhail a-steach gu ro-ghnìomhach, agus na prìomhachasan eile aig NGLP a chur an gnìomh, tro ar n-obair fharsaing mar bhuidheann. Tha seo a' co-fhreagradh don phrionnsapal àbhaisteachaidh a tha ag amas air Gàidhlig a gabhail a-steach mar phàirt chunbhalach den bheatha làitheil ann an Alba.

Internal Gaelic Capacity Audit

SDS conducted an internal Gaelic language survey of its employees in January/February 2020. The survey benchmarked the level of Gaelic skills, awareness and interest across the organisation.

The online survey was promoted to all SDS colleagues through our weekly e-bulletin, intranet and Yammer.

The response rate to the survey was 15% (247 employees). Responses were obtained from every SDS region, including from individuals who do not have fixed locations. Key findings from the results include:

- 16% of respondents said they would describe themselves as having Gaelic language skills
- The majority of Gaelic speakers are aged 16-24 years old; however, respondents aged 35 and above also represented a significant proportion of Gaelic speakers within SDS
- There are more Gaelic speakers in Operations (19%) than other areas of SDS (11%)
- 43% of participants use Gaelic at least once per month
- 54% of respondents stated that they were interested in developing their Gaelic language skills
- 56% of respondents were interested in a Gaelic Awareness Day in the future
- Respondents said they were interested in both online and in-person learning opportunities to enhance their Gaelic skills.

In-sgrùdadh Comasachd na Gàidhlig

Chuir SDS suirbhidh a thaobh Gàidhlig an gnìomh bhon taobh a-staigh, den luchd-obrach aca san Fhaoilleach/Ghearran 2020. Bha an t-suirbhidh a' dèanamh measadh air an ìre de sgilean Gàidhlig, mothachadh don Ghàidhlig agus ùidh sa Ghàidhlig tarsainn na buidhne.

Chaidh an t-suirbhidh air-loidhne adhartachadh gu co-obraichean SDS uile tro ar e-iris seachdaineil, eadra-lìon agus Yammer.

Ràinig an ìre freagairt don t-suirbhidh 15% (247 luchd-obrach). Fhuair freagairtean bho gach sgìre de SDS, a' gabhail a-steach bho dhaoine fa leth aig nach eil àiteachan stèidhichte. Tha prìomh thoraidhean na suirbhidh a' gabhail a-steach:

- Thuirt 16% de luchd-freagairt gun canadh iad mun deidhinn fhèin gu bheil sgilean Gàidhlig aca.
- Tha a' mhòr-chuid de luchd-labhairt Gàidhlig 16-24 bliadhna a dh'aois; ach, bha luchd-freagairt aois 35 bliadhna cuideachd a' riochdachadh co-chuid chudromach de luchd-labhairt na Gàidhlig taobh a-staigh SDS.
- Tha barrachd luchd-labhairt Gàidhlig ann an Obrachaidhean CIAG (19%) seach raointean eile de SDS (11%).
- Tha 43% de chom-pàirtichean a' cleachdadh Gàidhlig co-dhiù uair sa mhìos.
- Dh'aithris 54% de luchd-freagairt gun robh ùidh aca ann an leasachadh an sgilean Gàidhlig.
- Bha ùidh aig 56% den luchd-freagairt ann an Latha Mothachaidh don Ghàidhlig san àm ri teachd.

These survey results will help SDS to shape and deliver both internal and external Gaelic services going forward and provide an effective way to identify Gaelic language training needs and opportunities for SDS employees.

A full report of SDS's 2020 Gaelic Language Survey can be obtained on request.

Consultation on the draft Gaelic Language Plan

The 2005 Act requires a public body to bring the preparation of its GLP to the attention of all interested parties.

The draft plan was available on the SDS website for six weeks from 11 September 2020. It was promoted through SDS social media channels and distributed via email to key stakeholders. The public were also invited to comment on the draft by email or phone.

Three queries regarding the content of the plan were received during the consultation period and were addressed accordingly.

- Thuirt luchd-freagairt gun robh ùidh aca ann an cothroman ionnsachaidh an dà chuid air-loidhne agus gu pearsanta gus an sgilean Gàidhlig a neartachadh.

Cuidichidh toraidhean na suirbhìdh sinn ann an cumadh agus lìbhrigeadh ar seirbheisean Gàidhlig an dà chuid a-staigh agus a-muigh a' gabhail air adhart, agus dòigh èifeachdach a sholarachadh air feumalachdan agus cothroman trèanaidh a chomharrachadh do luchd-obrach SDS.

Tha aithisg iomlan de 'Suirbhìdh Gàidhlig SDS 2020' ri faotainn le a h-iarraidh.

Co-chomhairleachadh air an dreach Plana Gàidhlig

Tha Achd 2005 ag iarraidh gun toir buidhnean poblach ullachadh a' Phlana Ghàidhlig aca gu aire phàrtaidhean eile le ùidh.

Bha dreach den phlana againn ri fhaotainn air làrach-lìn SDS airson sia seachdainean bho 11 Sultain 2020. Chaidh adhartachadh tro shianailean mheadhanan sòisealta SDS agus a sgaoileadh air post-d gu luchd-ùidhe. Chaidh cuireadh a thoirt don phoball cuideachd gu beachd a thoirt air an dreach air post-d no fòn.

Fhuair eadh trì ceistean a thaobh susbaint a' phlana rè ùine a' cho-chomhairleachaidh agus chaidh dèiligeadh riutha mar bu chòir.

3. Key Principles

This Plan documents our programme of activity for the period 2022-25. It demonstrates a strong cross-organisational strategic and operational commitment to the key principles of the NGLP:

- **Equal respect** – SDS will ensure that where Gaelic delivery is included as part of operations and services, it is of an equal standard and quality as delivery provided in English
- **Active offer** – SDS will ensure that Gaelic language services are accessible to both employees and the public, and that Gaelic customers are made aware of the services available to them
- **Mainstreaming** – SDS will ensure that opportunities for the public and our employees to use Gaelic are normalised, in support of the NGLP aim that Gaelic is used more often, by more people and in a wider range of situation.

3. Prìomh Phrionnsapalan

Tha am plana seo a' clàradh ar prògram de ghniomhan airson na h-ùine 2020-23. Tha e a' taisbeanadh dealas ro-innleachdail is obrachail làidir tar-buidhne do phrìomh phrionnsapalan an NGLP:

- **Spèis co-ionann** – Bidh sinn a' dèanamh cinnteach, far a bheil lìbhrigeadh Gàidhlig air a ghabhail a-steach mar phàirt de ar n-obrachaidhean agus ar seirbheisean, bidh e de ìre is de chàileachd co-ionann ri lìbhrigeadh a thaobh na Beurla
- **Tairgse ghnìomhach** – Bidh sinn a' dèanamh cinnteach gu bheil ar seirbheisean Gàidhlig ruigsinneach do ar luchd-obrach agus don phoball, agus gun toir sinn na seirbheisean Gàidhlig a tha rim faotainn, gu aire ar teachdaichean
- **Prìomhachadh** – Bidh sinn a' dèanamh cinnteach gu bheil cothroman don phoball agus don luchd-obrach againn gus Gàidhlig a chleachdadh air an àbhaisteachadh, mar thaic do dh'amas NGLP gum bi Gàidhlig air a cleachdadh nas trice, le barrachd dhaoine agus ann an raon nas fharsainghe de shuidheachaidhean.

4. Plan Commitments

High Level Commitments

The National Gaelic Language Plan (NGLP) focuses on three aims, these are:

- Increasing the use of Gaelic
- Increasing the opportunity for people to learn Gaelic
- Promoting a positive image of Gaelic.

BNG and SDS have developed the following aims for SDS in support of the current NGLP. High Level Aims can be viewed in section 7, table of contents.

Actions against these commitments are detailed in pages 21 to 26.

SDS recognises that these are extraordinary times. The importance of supporting those at risk of losing their jobs, retaining people in work, and providing the skills our businesses and economy needs, has never been greater. In line with our Interim Letter of Guidance, we are prioritising meeting the emerging fiscal, economic and social challenges of COVID-19 and the recovery phase that will follow.

While SDS remains committed to the implementation of our GLP 2022-2025, it is likely that our priorities (and associated timescales) for Gaelic, like other priorities, may be impacted by COVID-19. There may also be opportunities for enhanced Gaelic service delivery in the context of our revised COVID-19 service offer.

4. Dealasan a' Phlana

Dealasan Àrd-Ìreil

Tha Plana Nàiseanta na Gàidhlig (NGLP) a' cuimseachadh air trì amasan, Is iad sin:

- Cleachdadh na Gàidhlig a mheudachadh
- Cothrom do dhaoine gu Gàidhlig ionnsachadh a mheudachadh
- Ìomhaigh dheimhinneach adhartachadh don Ghàidhlig.

Tha BnG agus SDS air na h-amasan a leanas a leasachadh do SDS mar thaic don NGLP làithreach. Airson na h-Amasan Àrd-ìre fhaicinn theid gu Earann 7, Clàr-innse.

Tha gnìomhan mu choinneamh nan dealasan sin air am mìneachadh air duilleagan 32 gu 35.

Tha sinn a' tuigsinn gur e amannan neònach a tha seo. Chan eil cudromachd taic dhaibhsan a tha ann an cunnart an obair a chall, daoine a chumail ann an obair, sgilean a dh'fheumas ar gnothachasan agus eaconamaidh a sholarachadh, a-riamh air a bhith cho èiseil. Ann an co-rèir ri ar Litir Stiùiridh Eadar-amail, tha sinn a' toirt prìomhachas do dhèiligeadh ri dùbhlann ionmhasail, eaconamach agus sòisealta COVID-19 agus an ùine slànachaidh às a dhèidh.

Fhad's a tha SDS a' fuireach dealasach do bhuileachadh ar GLP 2022-25, tha e coltach gum faod ar prìomhachasan (agus raointean-ama co-cheangailte) don Ghàidhlig, coltach ri prìomhachasan eile, a bhith fo bhuaidh COVID-19. Air an làimh eile, dh'fhaodadh gum bi cothroman ann airson lìbhrigeadh àrdaichte air seirbheis Ghàidhlig ann an co-theacsa ar tairgse seirbheis ath-sgrùdaichte a thaobh COVID-19.

Corporate Service Aims

BNG has developed a set of standardised Corporate Service Aims, based on their experience of approved GLPs to date, that public bodies are required to implement. These aim to standardise key Gaelic services over time across the public sector.

Prior editions of SDS's GLP show incremental progress towards the delivery of the Corporate Service Aims. Our current progress against these aims/planned future activity is detailed on pages 27 to 31.

Amasan Seirbheis Chorporra

A thuilleadh air na h-Amasan Àrd-Ìreil sònraichte do SDS, tha BnG air seata de dh'Amasan Seirbheis Chorporra cunbhalachd a leasachadh, stèidhichte air an eòlas a thaobh GLPan aontaichte gu ruige seo, a tha aig buidhnean poblach ri bhuileachadh. Tha iad sin ag amas air prìomh sheirbheisean Gàidhlig a chunbhalachadh rè ùine tarsainn na roinne poblaich.

Tha eagrain nas tràithe de Phlana Gàidhlig SDS a' sealltainn adhartais mean air mhean a dh'ionnsaigh libhrigeadh air na h-Amasan Seirbheis Chorporra. Tha ar n-adhartas làithreach mu choinneamh nan amasan sin agus gnìomhachd air a planadh don àm ri teachd, air a mhìneachadh air duilleagan 36 gu 40.

High-Level Commitments

| Using Gaelic | | | | | |
|---|---|--|--|-------------|---|
| High-level aims (Throughout the plan) | Current practice | Future action required | Outcomes | Target Date | Responsibility |
| All commitments from the previous edition of SDS's Gaelic Language Plan which remain within its remit will be carried forward and delivered. | SDS's ongoing commitments from the previous iteration of its Gaelic Language Plan will be continued to the third iteration of the Plan. | Monitor the status of actions which remain outstanding from the second iteration our GLP. | Commitments from previous plans continue to be delivered. | Year 1 | GLP Implementation and Monitoring Group |
| <p>Use the priorities from the Scottish Government - led initiative, Gaelic – a Faster Rate of Progress, as a framework for delivering on the following:</p> <ul style="list-style-type: none"> ■ Recognise the importance of Gaelic as a skill through the Regional Skills Investment Plans and Gaelic promotional activity in the following: <ul style="list-style-type: none"> ● Tourism, Food & Drink and Heritage (led by HIE) ● Childcare & Early Years (led by SDS) ● Creative industries (led by HIE) ● Public bodies with a Gaelic language plan | SDS has been involved in the Government's Faster Rate of Progress initiative since August 2018. Responsibility for the Economy and Skills workstream of the initiative is shared between SDS and HIE. | <p>Increase and build on synergies and shared activities between SDS, HIE and learning providers in promoting and expanding key sector Gaelic activity such as development of further resources for the Childcare and Early Years sector.</p> <p>Develop partnership opportunities with at least three other public bodies, with a view to them becoming key employers and champions of Gaelicrelated work-based learning.</p> | SDS priorities, as set out in the Scottish Government's – A Faster Rate of Progress initiative, are delivered. | Year 1 | Skills Planning, CIAG Delivery and National Training Programmes |

Using Gaelic

| High-level aims (Throughout the plan) | Current practice | Future action required | Outcomes | Target Date | Responsibility |
|--|---|--|--|---------------|---|
| <p>Make explicit that Gaelic is valued as a skill for apprenticeships, particularly where Gaelic is already the language of the workplace.</p> | <p>Gaelic is incorporated into some work-based learning programmes where Gaelic is the language of the workplace.</p> | <p>Development of Gaelic into relevant work based-learning programmes both traditional and online, making explicit that it is valued as a skill for apprenticeships, particularly where it is already the language of the workplace.</p> <p>This will be achieved by:</p> <ul style="list-style-type: none"> - effectively promoting the programmes with employers and partners. - increasing the number of frameworks we deliver. | <p>Gaelic is embedded across more work- based learning frameworks.</p> | <p>Year 2</p> | <p>CIAG Delivery, National Training Programmes and FA/GA team</p> |

Using Gaelic

| High-level aims (Throughout the plan) | Current practice | Future action required | Outcomes | Target Date | Responsibility |
|--|---|--|---|---------------|---|
| <p>Enhance SDS's Careers Information, Advice and Guidance (CIAG) service by introducing more Gaelic language services and developing resources in Gaelic language.</p> | <p>SDS currently offers one-to-one CIAG sessions in accordance with Government Public Health Guidelines.</p> <p>This offer is available face-to-face in Gaelic in the Western Isles Council area and can be facilitated nationally via technology where requests are made by Gaelic speakers.</p> | <p>Increase the reach of our CIAG offer for Gaelic speakers through new or revised services developed in response to COVID-19</p> <p>Evaluating SDS's current suite of Gaelic resources in order to better understand the needs of Gaelic audiences. This includes how resources are being used, and their usefulness and effectiveness. Best use of resources/gaps in provision will be identified.</p> <p>Streamlining and expanding the range of Gaelic resources available to stakeholders. Following an evaluation exercise with input from partners, SDS will develop/refine its materials for employers, schools, pupils, teachers, parents and SDS staff. It has been agreed that a range of partners including HIE, MG Alba, BNG, Sabhal Mor Ostaig, SQA and local authorities will convene to take this forward.</p> <p>Develop national Gaelic opportunities through SDS' Young Talent Programme.</p> | <p>SDS' (and partners) services and resources are enhanced</p> <p>to meet the needs of Gaelic speakers.</p> <p>Duplication of service provision across Scotland is reduced.</p> | <p>Year 2</p> | <p>CIAG Delivery and Marketing and Communications</p> |

Learning Gaelic

| High-level aims | Current practice | Future action required | Outcomes | Target Date | Responsibility |
|--|---|--|---|---------------|---|
| <p>Use the priorities from the Scottish Government-led initiative, Gaelic – a Faster Rate of Progress, as a framework for delivering on the following:</p> <ul style="list-style-type: none"> ■ Ensure the recently developed Gaelic skills evidence base (Labour Market Information) is shared and used by practitioners and employers who have a key role in the delivery of career education. This includes SDS CIAG staff, and across the range of industry and sector engagement activities undertaken by SDS and its partners. ■ Continue to embed Gaelic skills in work-based learning pathway expansion including Foundation, Modern and Graduate apprenticeships. | <p>Gaelic is incorporated into some work-based learning programmes.</p> | <p>Development of Gaelic into relevant work based- learning programmes both traditional and online, making explicit that it is valued as a skill for apprenticeships, particularly where it is already the language of the workplace. This will be achieved by:</p> <ul style="list-style-type: none"> - effectively promoting the programmes with employers and partners. - increasing the number of frameworks we deliver. | <p>Gaelic is embedded across more work-based learning frameworks.</p> | <p>Year 2</p> | <p>CIAG Delivery, National Training Programmes and FA/GA team</p> |

SDS commits to delivering the following aims and actions to further promote the Language

| High-level aims | Current practice | Future action required | Outcomes | Target Date | Responsibility |
|--|--|---|---|---|---|
| <p>Develop and deliver on the following SDS commitments in the Gaelic Tourism Strategy for Scotland 2018-2023:</p> <ul style="list-style-type: none"> Jointly engage education and training providers to help build capacity and promotion of Gaelic language skills. | <p>SDS actively promotes the value of Gaelic language skills to training providers, employers and individuals.</p> | <p>SDS will:</p> <ul style="list-style-type: none"> work with partners to develop a co-ordinated approach to communicating the value and benefits of Gaelic language skills increase the promotion of Gaelic to both individuals and businesses across SDS's social media platforms including, for example, the promotion of SDS Gaelic products and services and those offered by partner organisations ensure that Gaelic is reflected in SDS's choice/ use of customer case studies across its digital platforms, corporate publications and marketing materials promote Gaelic work-based learning opportunities including during Scottish Apprenticeship Week, particularly in locations where Gaelic is already the language of the workplace continue to work with relevant stakeholders to further promote Gaelic medium training and career guidance. | <p>Training providers, employers and individuals have a better understanding of the value and benefits of Gaelic language skills.</p> | <p>Year 2</p> <p>Year 1</p> <p>Year 1</p> <p>Year 1</p> <p>Year 2</p> | <p>CIAG Delivery and Marketing and Communications</p> |

SDS commits to delivering the following aims and actions to further promote the Language

| High-level aims | Current practice | Future action required | Outcomes | Target Date | Responsibility |
|---|---|--|--|-------------|---|
| Develop a Gaelic module for inclusion within the Hospitality Modern Apprenticeship framework. | SDS contributed to the formation of the Gaelic Tourism Strategy and is represented on the Visit Scotland Gaelic Tourism Strategy Group. | Work with partners in the Gaelic Tourism Strategy Group to develop a Gaelic module for inclusion into the framework. | Training providers, employers and individuals have a better understanding of the value and benefits of Gaelic language skills. | Year 2 | CIAG Delivery and Communications and Marketing |

Corporate Service Aims

| Aim | Current practice | Future action required | Desired Outcome | Target Date | Responsibility |
|--------|---|---|--|-------------|---|
| Status | SDS has a Gaelic Logo/Brand agreed with BnG. | The SDS corporate logo is fully bilingual, demonstrating equal respect for Gaelic and English, and used as standard across the organisation | Logo and brand: Render the corporate logo and branding 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. | On renewal | Estates & Facilities and Communication & Marketing. |
| | SDS has signage with priority given to areas where at least 20% of population uses Gaelic | Action on Renewal and more bilingual signage will be increased nationally during the term of the plan. | Signage: Prominent signage will include Gaelic and English as part of any renewal process. | On renewal | Facilities and Communication & Marketing |

Corporate Service Aims

| Aim | Current practice | Future action required | Desired Outcome | Target Date | Responsibility |
|--------------------------------------|---|---|---|-------------|---|
| Communicating with the Public | SDS actively encourages Gaelic-speaking customers to make contact in Gaelic. The organisation has a procedure in place to ensure that communications received in Gaelic are answered in Gaelic. To increase our communication from the public in Gaelic we will encourage them to contact us in Gaelic by telephone or email. | To increase our communication from the public in Gaelic we will encourage them to contact us in Gaelic during the first year of the plan. We will do this using communications with our stakeholders and promotion via social media, email and digital resources. | Promotion: Positive message that communication from the public in Gaelic is always welcome. | Year 1 | CIAG Delivery and Communications & Marketing |
| | SDS actively encourages Gaelic-speaking customers to make contact in Gaelic. The organisation has a procedure in place to ensure that communications received in Gaelic are answered in Gaelic. To increase our communication from the public in Gaelic we will encourage them to contact us in Gaelic by telephone or email. | To increase our written communication with the public in Gaelic we will encourage them to contact us in Gaelic during the first year of the plan. We will do this using communications with our stakeholders and promotion via social media, email and digital resources. | 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. | Year 1 | CIAG Delivery and Facilities |
| | SDS do not have a formal procedure for this although staff with Gaelic Skills regularly answer phones and talk to clients in Gaelic. | SDS will formalise a procedure to ensure that Gaelic speaking staff are encouraged to converse via telephone and promote this service to the public. | Reception and phone: Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public. | Year 1 | CIAG Delivery and Communications & Marketing |
| | SDS regularly hold events where delivery is in Gaelic and English such as Careers events. | SDS will continue to hold events where delivery is in Gaelic and English. | Public meetings: Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted. | Year 1 | CIAG Delivery and Communications & Marketing. |

| Aim | Current practice | Future action required | Desired Outcome | Target Date | Responsibility |
|--------------------|--|---|---|-------------|--|
| Information | High profile news releases and all news releases related to Gaelic are already circulated in both Gaelic and English. | SDS to increase the number of bilingual news releases by 30%. | News releases: High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English. | Year 2 | Communications & Marketing |
| | SDS regularly communicates details of Gaelic events/issues via social media. An SDS North Twitter page has been set up where Gaelic content is regularly posted. | A twitter account will be created for SDS' Gaelic Development Officer to regularly communicate content in Gaelic. There will be a 50% increase in Gaelic posts on all SDS social media accounts. SDS will use #cleachdi | Social Media: Gaelic content distributed regularly through social media, guided by the level of actual and potential users | Year 2 | Communications & Marketing |
| | SDS to review and update its current web resources and add further Gaelic content over the third edition of its GLP | More Gaelic content to be produced on SDS's websites during the duration of its third GLP. Content aimed in areas where there is most demand such as careers profiles, case studies and content in relation to work-based learning and SDS' CIAG offer. | Website: Gaelic content is available on the public authority's website, with emphasis given to the pages with the highest potential reach. | Year 2 | CIAG Delivery and Communications & Marketing |
| | SDS produces corporate publications in Gaelic. | Where determined, produce corporate publications in both Gaelic and English. SDS to increase the number of bilingual corporate publications by 30% during the duration of the Plan. | Corporate Publications: Produced in Gaelic and English, with priority given to those with the highest potential reach. | Year 2 | CIAG Delivery and Communications & Marketing |
| | SDS ensures that translators are reputable and produce work of a high standard. | This is monitored on an ongoing basis. | Language utility: A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high. | Year 1 | Corporate Affairs and CIAG Delivery |
| | SDS regularly attend events where delivery is in Gaelic and English. | Opportunities are regularly reviewed for opportunities to deliver public exhibitions bilingually i.e. online Gaelic Careers Event during 2020/21 SDS to increase the number of these over the duration of the Plan | 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. | Year 2 | CIAG Delivery and Communications & Marketing |

| Aim | Current practice | Future action required | Desired Outcome | Target Date | Responsibility |
|--------------|---|--|---|-------------|--|
| Staff | Gaelic Skills Survey carried out as part of each edition of the plan. | Internal audit has been undertaken. | Internal audit: Conduct an internal audit of Gaelic skills and training needs through the life of each plan. | Year 3 | CIAG Delivery, Evaluation & Research and Communications & Marketing. |
| | Information on SDS Gaelic Language Plan is currently not included in new staff inductions. | Details of SDS Gaelic Language Plan to be included in new staff inductions. | Induction: Knowledge of the public authority's Gaelic language plan included in new staff inductions. | Year 1 | CIAG Delivery and Human Resources. |
| | SDS staff are given opportunities for Gaelic learning if appropriate to their role and are briefed on Gaelic related events and activities through existing communication channels. | SDS to look at Gaelic learning for staff and in which instances it can accessed. SDS to provide Gaelic learning for staff where it is requested and to offer Gaelic training for staff throughout the duration of the Plan. | Language training: Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authorities' Gaelic language plan. | Year 1 | CIAG Delivery and Human Resources. |
| | SDS staff have the opportunity to attend Gaelic awareness sessions. During the last iteration of SDS plan, awareness sessions were held throughout the country. | Further awareness sessions for staff to be held during the duration of the plan. SDS to follow up further requests of staff training following on from these sessions. Developing an internal Gaelic e-learning module for SDS staff and explore the potential of a multi-agency approach to do this. | Awareness training: Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public. | Year 2 | CIAG Delivery and Human Resources |
| | Each vacancy is considered on its merits | Increase the number of roles/vacancies where Gaelic is deemed an essential skill and look at more SDS posts are Gaelic desirable. Utilisation of staff with Gaelic Language Skills to assist where required and where resources allow. | Recruitment: Recognising and respecting Gaelic skills within the recruitment process throughout the public authority | Year 2 | CIAG Delivery and Human Resources |
| | Each vacancy is considered on its merits. | More specific targeting of vacancies where Gaelic could be deemed essential/desirable. SDS to ensure that CIAG posts in areas where Gaelic is spoken are designated as Gaelic desirable. | 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 BNG recruitment advice. | Year 2 | CIAG Delivery and Human Resources |

| Aim | Current practice | Future action required | Desired Outcome | Target Date | Responsibility |
|--------------|---|---|---|-------------|-----------------------------------|
| Staff | Each appropriate vacancy is considered on its merits. | Include Gaelic skills in the HR recruitment process and policy. | 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 BNG recruitment advice. | Year 2 | CIAG Delivery and Human Resources |

| Aim | Current practice | Future action required | Desired Outcome | Target Date | Responsibility |
|-------------------------------|--|--|---|-------------|----------------|
| Gaelic Language Corpus | The most recent Gaelic Orthographic Conventions are followed in relation to all written materials produced by SDS. | SDS constantly monitors develops to ensure it follows the most recent Gaelic Orthographic Conventions in its communications. | Gaelic Orthographic Conventions: The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority. | Year 1 | CIAG Delivery. |
| | SDS currently seeks advice from Ainmean-Àite na h-Alba with regard to place names. | Advice sought when required | Place-names: Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used. | Year 1 | CIAG Delivery. |

Dealasan Àrd-Ìreil

A' cleachdadh na Gàidhlig

| Amasan Àrd-Ìre | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Builean | Ceann-latha Targaid | Dleastanas |
|---|--|---|--|---------------------|---|
| Bidh na gealltanasan uile bhon eagraan nas tràitheden Phlana Ghàidhlig aig SDS, a tha a' fuireach taobh a-staigh a dhleastanais, air an toirt air adhart agus air an libhrigeadh. | Bidh gealltanasan leantainneach SDS bhon ath-thriall mu dheireadh den Phlana Ghàidhlig aca, air an toirt air adhart chun an tritheamh ath-thriall den Phlana. | Sùil a chumail air inbhe nan gnìomhan a tha fhathast rin coileanadh bhon dàrna ath-thriall den GLP. | Tha gealltanasan bho phlanaichean nas tràithe a' leantainn orra gan libhrigeadh. | Bliadhna 1 | Buidheann Buileachaidh is Sgrùdaidh GLP. |
| <p>Na prìomhachasan bhon iomairt air a stiùireadh le Riaghaltas na h-Alba, Gàidhlig – Astar Adhartais nas Luaithe, a chleachdadh mar fhrèam-obrach airson na leanas a libhrigeadh:</p> <ul style="list-style-type: none"> ■ Cudromachd na Gàidhlig aithneachadh mar sgil tro Phlanaichean Tasgaidh Sgìlean Roinneil agus gnìomhachd adhartachaidh Gàidhlig, anns na leanas: <ul style="list-style-type: none"> ● Turasachd, Biadh is Deoch agus Dualchas (air a stiùireadh le HIE) ● Cùram-chloinne is Tràth-Bhliadhnaichean (air a stiùireadh le SDS) ● Gnìomhachasan cruthachail (air a stiùireadh le HIE) ● Buidhnean poblach le plana Gàidhlig. | Tha SDS air a bhith an sàs ann an iomairt Astar Adhartachaidh nas Luaithe an riaghaltais on Lùnastal 2018. Tha uallach airson an t-sruth-obrach Eaconamaidh is Sgìlean den iomairt air a roinn eadar SDS agus HIE. | <p>Meudachadh agus togail air aonachdan is gnìomhan co-roinnte a stèidheachadh eadar SDS, HIE agus solaraichean ionnsachaidh ann an adhartachadh agus leudachadh gnìomhachd Ghàidhlig sa phrìomh roinn, mar leasachadh air tuilleadh ghoireasan do roinn Cùram-chloinne agus Tràth-Bhliadhnaichean.</p> <p>Cothroman com-pàirteachais a leasachadh le buidhnean poblach eile, a' coimhead ri iad a bhith nam prìomh luchd-fastaidh agus nan gaisgich a thaobh ionnsachadh stèidhichte air obair co-cheangailte ri Gàidhlig.</p> | Tha prìomhachasan SDS, mar a tha mìnichte ann an Astar Adhartachaidh nas Luaithe aig Riaghaltas na h-Alba, air an libhrigeadh. | Bliadhna 1 | Planadh Sgìlean, Libhrigeadh CIAG agus Prògraman Trèanaidh Nàiseanta. |
| Nithear follaiseach gu bheil Gàidhlig na sgil phrìseil airson phreantasachdan, gu h-àraidh nuair a tha Gàidhlig ga cleachdadh san àite-obrach mu thràth. | Tha Gàidhlig air a gabhail a-steach do chuid de na prògraman stèidhichte air obair agus far a bheil Gàidhlig dha cleachdadh mar chànan as an àite-obrach. | <p>Leasachadh air Gàidhlig a-steach do phrògraman buntainneach stèidhichte air obair, an dà chuid traidiseanta agus air-loidhne, ga dhèanamh soilleir gu bheil luach air mar sgil do phreantasachdan, gu h-àraid far a bheil e mar-thà mar chànan an àite-obrach. Thèid seo a choileanadh le:</p> <ul style="list-style-type: none"> - adhartachadh nam prògraman gu h-èifeachdach le luchd-fastaidh agus compàirtichean. - meudachadh na h-àireimh de fhrèam-obrach a tha ann a' | Tha Gàidhlig air a fighe a-steach tarsainn tuilleadh fhrèam-obrach ionnsachaidh stèidhichte air obair | Bliadhna 2 | Libhrigeadh CIAG, Prògraman Trèanaidh Nàiseanta agus sgioba FA/GA. |

A' cleachdadh na Gàidhlig

| Amasan Àrd-Ìre | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Builean | Ceann-latha Targaid | Dleastanas |
|--|---|--|---|---------------------|--|
| <p>Thèid leasachadh a dhèanamh air seirbheis Fiosrachadh, Comhairleachaidh is Stiùiridh mu Dhreuchdan (CIAG) LSA le bhith a' toirt barrachd sheirbheisean Gàidhlig a-steach agus a' cruthachadh ghoireasan Gàidhlig.</p> | <p>Tha SDS gu làithreach a' tabhann sheiseanan CIAG aon-ri-aon ann an co-rèir ri Stiùireadh Slàinte Phoblach an Rìghaltais. Tha an tairgse seo ri faotainn aghaidh-ri-aghaidh ann an Gàidhlig aig Comhairle nan Eilean Siar agus air a dhèanamh comasach gu nàiseanta tro theicneòlas far a bheil iarrtas a' tighinn bho luchd-labhairt Gàidhlig.</p> | <p>Meudachadh ruigsinneachd air ar tairgse CIAG do luchd-labhairt na Gàidhlig tro sheirbheisean ùra no ath-sgrùdaichte a tha air an leasachadh mar fhreagairt do COVID-19.</p> <p>Sreath làithreach SDS de ghoireasan Gàidhlig a luachadh gus tuigse nas fheàrr fhaotainn do fheumalachdan luchd-èisteachd Gàidhlig. Tha seo a' gabhail a-steach mar a tha goireasan gan ùisneachadh, agus am feum is an èifeachdas. Thèid an fheum as fheàrr air goireasan/beàrnan ann an solar a chomharrachadh.</p> <p>An raon de ghoireasan Gàidhlig a tha rim faotainn le luchd-ùidhe, eagrachadh agus a leudachadh. A' leantainn air eacarsaich luachaidh le in-chur bho chom-pàirtichean, bidh SDS a' leasachadh/grinneachadh a stuthan do luchd-fastaidh, sgoiltean, sgoilearan, tidsearan, pàrantan agus luchd-obrach SDS. Tha e air aontachadh gun tig raon de chom-pàirtichean còmhla, a' gabhail a-steach HIE, MG Alba, BnG, Sabhal Mòr Ostaig, SQA agus ùghdarrasan ionadail, gus seo a thoirt air adhart.</p> <p>Cothroman Gàidhlig nàiseanta a leasachadh, tro Phrògram Tàlaint Òg SDS.</p> | <p>Ann an co-rèir ri iarrtas, tha SDS (agus com-pàirtichean), air seirbheisean is goireasan a neartachadh gus feumalachdan luchd-labhairt na Gàidhlig a choileanadh.</p> <p>Tha dùblachadh air solar sheirbheisean air feadh Alba, air a lùghdachadh.</p> | <p>Bliadhna 2</p> | <p>Libhrigeadh CIAG agus Margaideachd is Conaltraidhean.</p> |

Ag ionnsachadh na Gàidhlig

| Amasan Àrd-Ìre | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Builean | Ceann-latha Targaid | Dleastanas |
|---|--|--|--|---------------------|--|
| <p>A' cleachdadh nam prìomhachasan bhon iomairt Gàidhlig - Adhartas nas Luaithe mar fhrèam-obrach gus adhartas a dhèanamh leis na leanas:</p> <ul style="list-style-type: none"> ■ A' dèanamh cinnteach gun tèid an fhianais ùr air an ìre de dh'iartras a th' ann airson sgilean Gàidhlig a sgaoileadh am measg luchd-obrach agus fhastaichean a tha a' dèanamh obair chudromach ann a bhith a' toirt Foghlam Dreuchdail seachad agus gun cleachd iad an fhianais a th' ann air an iartras sin. Bidh seo a' gabhail a-steach luchd-obrach CIAG agus a' cleachdadh seo an lùib ghrunn thachartasan is iomairtean a ghabhas LSA agus ar luchd-compàirt os làimh gus co-chonaltradh a dhèanamh le luchd-gnìomhachais is diofar roinnean. | <p>Tha SDS a' cleachdadh an fhiosrachaidh seo gus deasbadaidh roinneil le luchd-fastaidh fhiosrachadh, agus a chuid obrach fhèin fhiosrachadh a thaobh iomairt Astar Adhartachaidh nas Luaithe an riaghaltais.</p> | <p>SDS a bhith ag obrachadh còmhla ri buidhnean iomairt eile na h-Alba, gus buannachdan na Gàidhlig don eaconamaidh adhartachadh.</p> | <p>Tha Fiosrachadh Margaid Obrach air a roinn, air ùisneachadh agus air adhartachadh le luchd-obrach SDS tarsainn a' ghnòthachais.</p> | <p>Bliadhna 2</p> | <p>Planadh Sgilean, Lìbhrigeadh CIAG agus Prògraman Trèanaidh Nàiseanta.</p> |
| <p>Leantainn air adhart a' fighe a-steach sgilean Gàidhlig ann an leudachadh slighe ionnsachaidh stèidhichte air obair, a' gabhail a-steach Bun-Phreantasachd, Nuadh-Phreantasachd agus Preantasachdan Ceum.</p> | <p>Tha Gàidhlig air a gabhail a-steach do chuid de na prògraman stèidhichte air obair.</p> | <p>Leasachadh air Gàidhlig a-steach do phrògraman buntainneach stèidhichte air obair, an dà chuid traidiseanta agus air-loidhne, ga dhèanamh</p> <p>soilleir gu bheil luach air mar sgil do phreantasachdan, gu h-àraid far a bheil e mar-thà mar chànan an àite-obrach. Thèid seo a choileanadh le:</p> <ul style="list-style-type: none"> - adhartachadh nam prògraman gu h-èifeachdach le luchd-fastaidh agus compàirtichean. - meudachadh na h-àireimh de fhrèaman-obrach a tha sinn a' lìbhrigeadh. | <p>Tha Gàidhlig air a fighe a-steach tarsainn tuilleadh fhrèaman-obrach ionnsachaidh stèidhichte air obair.</p> | <p>Bliadhna 2</p> | |

Tha Leasachadh Sgilean na h-Alba gu bhith a' cur na gealltanasan agus gnìomhan gu h-ìosal an gnìomh gus a' Chànan a' cur adhart

| Amasan Àrd-ìre | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Builean | Ceann-latha Targaid | Dleastanas |
|--|--|--|--|---|--|
| <p>Thèid na geallaidhean a leanas aig SDS ann an Ro-Innleachd Turasachd na Gàidhlig do dh'Alba 2018-2023 a thoirt air adhart agus a choileanadh:</p> <ul style="list-style-type: none"> Obraichidh sinn còmhla ri daoine eile gus luchd-solair foghlaim is trèanaidh a chleachdadh gus cuideachadh le bhith a' cur ri sgilean Gàidhlig luchd-obrach agus gus na sgilean sin a chur air adhart | <p>Far a bheil cothroman an làthair, tha SDS gnìomhach ann an adhartachadh luach sgilean cànan ann an Gàidhlig, gu solaraichean trèanaidh, luchd-fastaidh agus daoine fa leth.</p> | <p>Bidh SDS:</p> <ul style="list-style-type: none"> ag obair le com-pàirtichean gus modh-obrach co-òrdanaichte a leasachadh airson luach agus buannachdan sgilean cànan ann an Gàidhlig a chonaltradh dhaibh. a' meudachadh adhartachaidh air a' Ghàidhlig don dà chuid daoine fa leth agus gnothachasan tarsainn àrd-ùrlaran mheadhanan sòisealta SDS. Tha seo a' gabhail a-steach, mar eisimpleir, adhartachadh air toraidhean agus seirbheisean Gàidhlig agus iadsan air an tabhann le buidhnean com-pàirteachais. a' dèanamh cinnteach gu bheil Gàidhlig air a nochdadh ann an roghainn/cleachdadh SDS air sgrùdaidhean cùise theachdaichean tarsainn an àrd-ùrlaran didseatach, foillseachaidhean corporra agus stuthan margaideachd. ag adhartachadh cothroman ionnsachaidh Gàidhlig stèidhichte air obair a' gabhail a-steach rè Seachdain Preantasachd na h-Alba, gu h-àraid ann an àiteachan far a bheil a' Ghàidhlig mar-thà mar chànan an àite-obrach. a' leantainn air adhart ag obair le luchd-ùidhe buntainneach gus trèanadh tro mheadhan na Gàidhlig agus stiùireadh dhreuchdan adhartachadh. | <p>Tha tuigse nas fheàrr do luach agus buannachdan sgilean cànan ann an Gàidhlig aig solaraichean trèanaidh, luchd-fastaidh agus daoine fa leth.</p> | <p>Bliadhna 2</p> <p>Bliadhna 1</p> <p>Bliadhna 1</p> <p>Bliadhna 2</p> | <p>Lìbhrigeadh CIAG agus Margaideachd is Conaltraidhean</p> |
| <ul style="list-style-type: none"> Cruthaich modal Gàidhlig airson a bhith mar phàirt de fhrèam nan Nuadhan | <p>Chuir SDS ri cumadh air an Ro- innleachd Turasachd Ghàidhlig agus tha iad air an riochdachadh ann am Buidheann Ro-innleachd Turasachd aig Visit Scotland.</p> | <p>Obrachadh le com-pàirtichean ann am Buidheann Ro-innleachd Turasachd Ghàidhlig gus modal Gàidhlig a leasachadh airson a ghabhail a-steach don fhrèam-obrach.</p> | <p>Tha modal Gàidhlig air a leasachadh agus ri fhaotainn airson in- ghabhail taobh a-staigh frèam-obrach na Nuadh-Phreantasachd Aoiageachd.</p> | <p>Bliadhna 2</p> | <p>Planadh Sgilean, Lìbhrigeadh CIAG agus Prògraman Trèanaidh Nàiseanta.</p> |

Amasan Seirbheis Chorporra

| Amasan | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Buil Roghnaichte | Ceann-latha Targaid | Dleastanas |
|--------|--|--|---|----------------------|--|
| Inbhe | Tha suaicheantas/brannd Gàidhlig aig SDS a chaidh aontachadh le BnG. | Tha suaicheantas corporra SDS làn dà-chànanach, a' taisbeanadh spèis co-ionann do Ghàidhlig agus Beurla, agus cleachdte gu coitcheann tarsainn na buidhne. | Suaicheantas agus brannd: An suaicheantas corporra agus branndadh san dà chuid Gàidhlig is Beurla ri chleachdadh aig a' chiad chothrom agus mar phàirt den phròiseas ath-ùrachaidh. Bu chòir don t-suaicheantas follaiseachd co-ionann don dà chànan a thaisbeanadh. | Aig àm ath-ùrachaidh | Goireasan agus Conaltradh is Margaideachd. |
| | Tha soidhneachd Ghàidhlig aig SDS le prìomhachas air a thoirt do raointean far a bheil co-dhiù 20% den àireamh-sluaigh a' cleachdadh Gàidhlig. | Gnìomh aig àm ath-ùrachaidh agus thèid barrachd soidhneachd dhà-chànanach a mheudachadh gu nàiseanta rè ùine a' phlana. | Soidhneachd: Bidh soidhneachd fhollaiseach a' gabhail a-steach Gàidhlig agus Beurla mar phàirt den phròiseas ath-ùrachaidh. | Aig àm ath-ùrachaidh | Goireasan agus Conaltradh is Margaideachd. |

| Amasan | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Buil Roghnaichte | Ceann-latha Targaid | Dleastanas |
|-----------------------------------|---|--|---|---------------------|---|
| Conaltradh leis a' Phoball | Tha SDS gnìomhach ann am brosnachadh theachdaichean le Gàidhlig gu conaltradh ann an Gàidhlig. Tha modh-obrach aig a' bhuidhinn gus a dhèanamh cinnteach gu bheil conaltradh a gheibhear ann an Gàidhlig air a fhreagairt ann an Gàidhlig. Gus ar conaltradh bhon phoball sa Ghàidhlig àrdachadh broснаichidh sinn iad fios a chur thugainn sa Ghàidhlig air fòn no post-d. | Gus ar conaltradh leis a' phoball ann an Gàidhlig a mheudachadh, broснаichidh sinn iad gu fios a chur thugainn ann an Gàidhlig, anns a' chiad bhliadhna den phlana. | Adhartachadh: Teachdaireachd dheimhinneach gu bheil conaltradh ann an Gàidhlig bhon phoball an-còmhnaidh di-beathte. | Bliadhna 1 | Lìbhrigeadh CIAG agus Conaltradh is Margaideachd. |
| | Tha SDS gu gnìomhach a' brosnachadh theachdaichean le Gàidhlig conaltradh riutha ann an Gàidhlig. Tha modh-obrach aig a' bhuidhinn gus a dhèanamh cinnteach gu bheil conaltradh a gheibhear ann an Gàidhlig air a fhreagairt ann an Gàidhlig. Tha an t-Oifigear Leasachaidh Gàidhlig gu cunbhalach a' faighinn agus a' freagairt litrichean ann an Gàidhlig. | Gus ar conaltradh leis a' phoball ann an Gàidhlig a mheudachadh, broснаichidh sinn iad gu fios a chur thugainn ann an Gàidhlig, anns a' chiad bhliadhna den phlana. Nì sinn seo a' cleachdadh conaltradh le ar luchd-ùidh agus sanasachd tro mheadhanan sòisealta, post-d agus goireasan didseatach. | Conaltradh Sgrìobhte: Thathar an-còmhnaidh a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (post, post-d agus meadhanan sòisealta) agus thèid freagairtean a thoirt ann an Gàidhlig ann an co-rèir ri poileasaidh coitcheann. | Bliadhna 1 | Lìbhrigeadh CIAG agus Goireasan |
| | Gus ar conaltradh bhon phoball sa Ghàidhlig àrdachadh broснаichidh sinn iad fios a chur thugainn sa Ghàidhlig air fòn no post-d. | Bidh SDS a' foirmeileachadh modh-obrach gus a dhèanamh cinnteach gu bheil luchd-obrach le Gàidhlig air am brosnachadh gu conaltradh air a' fòn, agus an t-seirbheis seo adhartachadh don phoball ann an raointean far a bheil cleachdadh farsaing air Gàidhlig. Nì sinn seo a' cleachdadh conaltradh le ar luchd-ùidh agus sanasachd tro mheadhanan sòisealta, post-d agus goireasan didseatach. | Fàilteachas agus Fòn: Far an urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gu bheil iad a' faotainn taic gu sin a dhèanamh agus gu bheil an t-seirbheis air a h-adhartachadh don phoball. | Bliadhna 1 | Lìbhrigeadh CIAG agus Conaltradh is Margaideachd. |
| | Tha SDS gu cunbhalach a' cumail thachartasan far a bheil lìbhrigeadh ann an Gàidhlig agus Beurla, leithid tachartasan Dhreuchdan. | Bidh SDS a' foirmeileachadh modh-obrach gus a dhèanamh cinnteach gu bheil luchd-obrach le Gàidhlig air am brosnachadh gu conaltradh air a' fòn, agus an t-seirbheis seo adhartachadh don phoball ann an raointean far a bheil cleachdadh farsaing air Gàidhlig. | Coinneamhan Poblach: Tha sireadh agus adhartachadh gu cunbhalach air cothroman gus coinneamhan poblach a chumail ann an Gàidhlig no gu dà-chànanach. | Bliadhna 2 | Lìbhrigeadh CIAG agus Conaltradh is Margaideachd. |

| Amasan | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Buil Roghnaichte | Ceann-latha Targaid | Dleastanas |
|--------------------|--|--|---|---------------------|---|
| Fiosrachadh | Tha SDS gu làithreach a' toirt brathan naidheachd gu buil ann an Gàidhlig agus Beurla airson sgeulachdan co-cheangailte ri Gàidhlig. | SDS a' meudachadh na h-àireimh de bhrathan naidheachd dà-chànanach le 30%. | Brathan Naidheachd: Brathan naidheachd àrd-iomhaigheil agus brathan naidheachd uile co-cheangailte ri Gàidhlig air an cuairteachadh san dà chuid Gàidhlig agus Beurla. | Bliadhna 2 | Conaltradh is Margaideachd. |
| | Tha SDS gu làithreach a' conaltradh mion-fhiosrachadh mu thachartasan/chùisean Gàidhlig tro mheadhanan sòisealta. Tha duilleag SDS North Twitter air a chur suas far a bheil susbaint Ghàidhlig ga phostadh gu cunbhalach. | Thèid cunntas twitter a chruthachadh do dh'Oifigear Leasachaidh Gàidhlig SDS a bhith a' conaltradh susbaint ann an Gàidhlig. Bidh meudachadh de 50% ann am puist Ghàidhlig air cunntasan mheadhanan sòisealta SDS. Cleachdaidh SDS #cleachdi | Meadhanan Sòisealta: Tha susbaint Ghàidhlig ga sgaoileadh gu cunbhalach tro na meadhanan sòisealta, air a stiùireadh leis an ìre de fhìor luchd-cleachdaidh agus luchd-cleachdaidh san amharc. | Bliadhna 2 | Conaltradh is Margaideachd.. |
| | Tha SDS air adhartas a dhèanamh san raon seo gu ruige seo. Tha am buidheann a' planadh a ghoireasan làrach-lìn ath-sgrùdadh agus ùrachadh agus barrachd susbaint Ghàidhlig a chur ris thar an tritheamh eagan den GLP. | Tha tuilleadh susbaint Ghàidhlig ri chur air làraichean-lìn SDS rè beatha an tritheamh GLP. Thèid susbaint a chuimseachadh air raointean far a bheil an t-iarrrtas as motha leithid pròifilean dhreuchdan, sgrùdaidhean cùise agus susbaint co-cheangailte ri ionnsachadh stèidhichte air obair agus tairgse CIAG SDS. | Làrach-lìn: Bu chòir do shusbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, le cuideam air a chur air na duilleagan leis a' chomas ruigsinneachd as àirde. | Bliadhna 2 | Lìbhrigeadh CIAG agus Conaltradh is Margaideachd. |
| | Tha SDS a' toirt fhoillseachaidhean corporra gu buil ann an Gàidhlig. | Far an tèid a dhearbhadh, foillseachaidhean corporra rin toirt gu buil ann an Gàidhlig agus Beurla. SDS ris an àireamh de fhoillseachaidhean corporra dà-chànanach a mheudachadh le 30%, rè ùine a' Phlana. | Foillseachaidhean Corporra: Air an toirt gu buil ann an Gàidhlig agus Beurla, le prìomhachas ga thoirt dhaibhsan leis an comas ruigsinneachd as àirde. | Bliadhna 2 | Lìbhrigeadh CIAG agus Conaltradh is Margaideachd. |
| | Tha SDS a' dèanamh cinnteach gu bheil cliù aig eadar-theangairean agus gu bheil iad a' toradh obrach den ìre as àirde. | Bidh seo air a sgrùdadh air bunait leantainneach. | Goireas Cànan: Tha pròiseas na àite gus a dhèanamh cinnteach gu bheil càileachd agus ruigsinneachd na Gàidhlig àrd, ann am fiosrachadh corporra uile. | Bliadhna 1 | Cùisean Corporra agus Lìbhrigeadh CIAG |
| | Tha SDS gu cunbhalach a' frithealadh thachartasan far a bheil lìbhrigeadh ann an Gàidhlig agus Beurla. | Cothroman rin ath-sgrùdadh gu cunbhalach airson cothroman a thaobh taisbeanaidhean poblach a lìbhrigeadh gu dà-chànanach i.e. Tachartas Dhreuchdan Gàidhlig air-loidhne rè 2020/21. SDS ris an àireamh dhiubhsan a mheudachadh thar ùine a' Phlana. | Taisbeanaidhean: Bu chòir cothroman air taisbeanaidhean poblach a liubhairt gu dà-chànanach no ann an Gàidhlig, a bhith air an rannsachadh gu cunbhalach le prìomhachas ga thoirt dhaibhsan leis a' bhuaidh as àirde san amharc. | Bliadhna 2 | Lìbhrigeadh CIAG agus Conaltradh is Margaideachd. |

| Amasan | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Buil Roghnaichte | Ceann-latha Targaid | Dleastanas |
|---------------------|---|--|---|---------------------|---|
| Luchd-obrach | Suirbhidh Sgilean Gàidhlig air a coileanadh mar phàirt de gach ath-thriall de gach plana. | In-sgrùdadh air a ghabhail os làimh. | In-sgrùdadh: In-sgrùdadh air sgilean Gàidhlig agus feumalachdan trèanaidh ga choileanadh tro bheatha gach plana. | Bliadhna 3 | Ìbhriogadh CIAG, Luachadh is Rannsachadh agus Conaltradh is Margaideachd. |
| | Chan eil fiosrachadh air Plana Gàidhlig SDS gu làithreach air a ghabhail a-steach do dh'inntigidhean luchd-obrach ùr. | Mion-fhiosrachadh mu Phlana Gàidhlig SDS ri ghabhail a-steach do dh'inntigidhean luchd-obrach ùr. | Inntrigidhean: Eòlas a thaobh plana Gàidhlig an ùghdarras phoblaich air a ghabhail a-steach do dh'inntigidhean luchd-obrach ùr. | Bliadhna 1 | Ìbhriogadh CIAG agus Goireasan Daonna. |
| | Tha luchd-obrach SDS a' faotainn chothroman airson Gàidhlig ionnsachadh mar a bhios iomchaidh do an dreuchd, agus air am fiosrachadh mu thachartasan is ghniomhachdan Gàidhlig tro shianailean conaltraidh àbhaisteach. | Tha aig SDS ri coimhead ri ionnsachadh Gàidhlig do luchd-obrach agus na h-àiteachan far an gabh e faotainn. SDS a' solarachadh ionnsachadh Gàidhlig do luchd-obrach far an tèid iarraidh. agus trèanadh Gàidhlig a thabhann do luchd-obrach fad beatha a' Phlana. | Trèanadh Cànan: Trèanadh agus leasachadh sgilean cànan sa Ghàidhlig ga thabhann do luchd-obrach, gu h-àraid a thaobh buileachadh air plana Gàidhlig nan ùghdarrasan poblach. | Bliadhna 1 | Ìbhriogadh CIAG agus Goireasan Daonna. |
| | Tha cothrom aig luchd-obrach SDS seiseanan mothachaidh don Ghàidhlig a fhrithealadh. Rè an ath-thriall mu dheireadh de phlana SDS chaidh seiseanan mothachaidh a chumail air feadh na dùthcha. | Barrachd sheiseanan mothachaidh do luchd-obrach rin cumail tro bheatha a' phlana. SDS ri tuilleadh iartasan airson trèanadh luchd-obrach a choileanadh, a' leantainn air adhart bho na seiseanan tèamaichte. Modal e-ionnsachaidh Gàidhlig a leasachadh do luchd-obrach SDS agus comas modh-obrach ioma-bhuidhne a rannsachadh gus seo a dhèanamh. | Trèanadh Mothachaidh: Trèanadh ann am mothachadh don Ghàidhlig a thabhann do luchd-obrach, le prìomhachas ga thoirt do stiùirichean, buill den bhòrd, comhairlichean agus luchd-obrach a tha a' dèiligeadh ris a' phoball. | Bliadhna 2 | Ìbhriogadh CIAG agus Goireasan Daonna. |
| | Tha gach dreuchd bhàn ga beachdachadh a rèir a h-airidheachd. | Meudachadh na h-àireimh de dhreuchdan/obraichean far a bheil a' Ghàidhlig ga meas mar sgil dheatamach agus coimhead barrachd ri dreuchdan SDS a bhith le Gàidhlig ion-mhiannaichte. Barrachd targaideadh air dreuchdan bàna a ghabhail os làimh, far an gabhadh Gàidhlig a bhith air a meas mar sgil a tha deatamach/ion-mhiannaichte. Ùisneachadh luchd-obrach le sgilean cànan ann an Gàidhlig gus cuideachadh far a bheil feum air, agus far an ceadaich goireasan. | Trusadh: Ag aithneachadh agus a' toirt spèis do sgilean Gàidhlig taobh a-staigh a' phròiseis trusaidh air feadh an ùghdarras phoblaich. | Bliadhna 2 | Ìbhriogadh CIAG agus Goireasan Daonna. |

| Amasan | Cleachdadh làithreach | Feum air gnìomh san àm ri teachd | Buil Roghnaichte | Ceann-latha Targaid | Dleastanas |
|---------------------------|---|---|--|---------------------|---|
| Luchdobraich | Tha gach dreuchd bhàn ga beachdachadh a rèir a h-airidheachd. | Barrachd targaideadh air dreuchdan bàna far am faodadh Gàidhlig a bhith air a meas deatamach/ion-mhiannaichte. SDS a dèanamh cinnteach gu bheil dreuchdan CIAG ann an sgìrean far a bheil Gàidhlig dha bruidhinn air an comharrachadh mar Ghàidhlig ion-mhiannaichte. | Trusadh: Sanasan obrach dà-chànanach no Gàidhlig a-mhàin airson dreuchdan uile far a bheil a' Ghàidhlig na sgìl dheatamach. | Bliadhna 2 | Libhrigeadh CIAG agus Goireasan Daonna. |
| | Tha gach dreuchd bhàn iomchaidh ga beachdachadh a rèir a h-airidheachd. | Barrachd targaideadh air dreuchdan bàna far am faodadh Gàidhlig a bhith air a meas deatamach/ion-mhiannaichte. | Trusadh: Sanasan obrach dà-chànanach no Gàidhlig a-mhàin airson dreuchdan uile far a bheil a' Ghàidhlig na sgìl dheatamach. | Bliadhna 2 | Goireasan Daonna. |
| Corpas na Gàidhlig | Tha Gnàthasan Litreachaidh na Gàidhlig as ùire gan leantainn a thaobh stuthan sgrìobhte uile air an toirt gu buil le SDS. | SDS gu cunbhalach a' sgrùdadh leasachaidhean gus a dhèanamh cinnteach gu bheil iad a' leantainn nan Gnàthasan Litreachaidh Gàidhlig as ùire nan conaltraidhean. | Gnàthasan Litreachaidh na Gàidhlig: Thèid Gnàthasan Litreachaidh na Gàidhlig as ùire a leantainn a thaobh stuthan sgrìobhte uile air an toirt gu buil leis an ùghdarras phoblach. | Bliadhna 1 | Libhrigeadh CIAG. |
| | Tha SDS gu làithreach a' sireadh comhairle bho Ainmean-Àite na h-Alba a thaobh ainmean-àite. | Comhairle ga shireadh mar a bhios riatanach. | Ainmean-àite: Comhairle mu ainmean-àite Gàidhlig bho Ainmean-Àite na h-Alba ga shireadh agus ga chleachdadh. | Bliadhna 1 | Libhrigeadh CIAG. |

5. Publication

SDS will promote the publication of our plan as follows.

Internally we will:

- direct colleagues to the publication on our corporate website
- provide details of the plan in Gaelic and English on our staff intranet
- highlight to colleagues how aspects of the plan will be delivered and the opportunities that exist to get involved
- undertake MS Teams calls for colleagues, through our Learning Academy, in order they can find out more about our GLP, and the importance of Gaelic in Scotland more generally.

SDS will inform colleagues of their duties under the plan through regular internal communications, line managers and team meetings.

Externally we will:

- publish the plan in both Gaelic and English on our website
- issue a bilingual press release announcing the plan
- arrange media interviews to promote the plan
- publicise the plan through a variety of social media platforms
- distribute copies of the plan to key stakeholders in the public, private and third sectors
- make hard copies available on request.

5. Foillseachadh

Adhartaichidh SDS foillseachadh air a' phlana againn mar a leanas:

Air an taobh a-staigh, bidh sinn:

- a' stiùireadh cho-obraichean chun an fhoillseachaidh air an làrach-lìn chorporra againn
- a' toirt seachad mion-fhiosrachadh mun phlana ann an Gàidhlig agus Beurla air eadra-lìon an luchd-obrach
- a' toirt gu aire cho-obraichean mar a thèid taobhan den phlana a libhrigeadh agus na cothroman a tha an làthair airson a dhol an sàs ann
- a' gabhail ghairmean MS Teams os làimh do cho-obraichean tro ar Acadamaidh Ionnsachaidh, gus am faigh iad tuilleadh a-mach mun GLP againn, agus cudromachd na Gàidhlig ann an Alba san fharsaingeachd.

Bidh SDS a' fiosrachadh cho-obraichean mu an dleastanasan fon phlana tro chonaltraidhean cunbhalach air an taobh a-staigh, manaidsèaran agus coinneamhan sgioba.

Air an taobh a-muigh, bidh sinn:

- a' foillseachadh a' phlana ann an Gàidhlig agus Beurla air an làrach-lìn againn
- a' sgaoileadh brath naidheachd dà-chànanach ag ainmeachadh a' phlana
- a' cur air dòigh agallamhan mheadhanan airson am plana adhartachadh

SDS has guidance notes on its obligations for all those delivering services on its behalf. SDS will inform its partners, stakeholders and suppliers through our terms and conditions of any actions they must be aware of/undertake in relation to our plan.

- a' follaiseachadh a' phlana tro mheasgachadh de dh'àrd-ùrlaran mheadhanan sòisealta
- a' sgaoileadh lethbhreacan den phlana gu prìomh luchd-ùidhe anns an roinn phoblaich, phrìobhaidich agus treasaimh
- a' toirt cothrom air lethbhreacan pàipeir fhaotainn le an iarraidh.

Tha notaichean stiùiridh aig SDS mu uallaichean a thaobh iadsan uile a tha a' liubhairt sheirbheisean às ar leth. Fiosraichidh SDS a chom-pàirtichean, luchd-ùidhe agus solaraichean tro ar cumhachan is cùmhnantan mu ghnìomhan sam bith do am feum iad a bhith mothachail / a ghabhail os làimh a thaobh a' phlana.

6. Monitoring the Plan

Ongoing monitoring of approved GLPs is a requirement of the Gaelic Language (Scotland) Act 2005.

Links to the National Performance Framework

SDS recognises that, through the social, economic and educational benefits it brings, Gaelic contributes to achievement of Scotland's ambitions, as defined in the [National Performance Framework](#).

As one of Scotland's enterprise agencies, we will continue to promote both this recognition, and the contribution that Gaelic makes to our national outcomes, including: the economy, education, young people, on tackling inequality, on communities, on a fair and inclusive national identity and on the quality of public services. Corporate reporting within SDS is aligned to the National Performance Framework.

GLP Implementation and Monitoring Group

SDS has constituted a GLP Implementation and Monitoring group. This is a cross-business group of colleagues who were consulted in the development of this plan. The group that includes senior managers will meet four times a year to review progress against the aims of the plan. Where relevant, colleagues on the group will feedback information to their teams on our progress against our commitments.

6. Sgrùdadh a' Phlana

Tha sgrùdadh air GLPan na riatanas de Achd na Gàidhlig (Alba) 2005.

Ceanglaichean gu Frèam-obrach Coileanaidh Nàiseanta

Tha SDS a' tuigsinn gu bheil a' Ghàidhlig, tro na buannachdan sòisealta, eaconamach agus oideachail a tha i a' tarraing, a' cur ri coileanadh air àrd-amasan na h-Alba, mar a tha mìnichte anns am [Frèam-obrach Coileanaidh Nàiseanta](#).

Mar aon de bhuidhnean iomairt na h-Alba, leanaidh sinn air adhart ag adhartachadh an dà chuid an aithne seo agus an tabhartas a tha Gàidhlig a' cur ri ar builean nàiseanta, a' gabhail a-steach: an eaconamaidh, foghlam, daoine òga, dèiligeadh ri neo-ionannachd, na coimhearsnachdan, dearbh-aithne nàiseanta chothromach is in-ghabhalach agus càileachd sheirbheisean poblach. Tha aithris chorporra taobh a-staigh SDS air a co-thaobhadh ris am Frèam-obrach Coileanaidh Nàiseanta.

Buidheann Sgrùdaidh is Buileachaidh GLP

Tha SDS air buidheann Sgrùdaidh is Buileachaidh GLP a stèidheachadh. Is e buidheann de cho-obraichean tar-ghnothachais a tha seo a thug co-chomhairleachadh ann an leasachadh a' phlana seo. Coinnichidh am buidheann anns a bheil àrd-mhanaidsearan, ceithir tursan sa bhliadhna gus adhartas ath-sgrùdadh mu choinneamh amasan a' phlana seo. Far a bheil e buntainneach, bheir co-obraichean sa bhuidheann fiosrachadh air ais do an sgiobaidhean fhèin mu an adhartas againn mu choinneamh ar gealltanasan.

Annual Monitoring Report

We will also produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter. This report will be submitted to BNG and made available to the public. Our annual GLP monitoring report will also be shared with staff through our internal communication channels.

Resourcing the Plan

The majority of activities outlined in this plan I will be, or have already been, incorporated and resourced through SDS's budgets agreed with its sponsor, Scottish Government.

Overall responsibility for the Plan

Ultimate responsibility for ensuring this plan is delivered lies with the SDS Chief Executive Officer. He can be contacted as follows:

Damien Yeates

Chief Executive Officer
Skills Development Scotland
Monteith House
11 George Square
Glasgow
G2 1DY

Aithisg Sgrùdaidh Bhliadhnail

Bheir sinn aithisg sgrùdaidh gu buil gach bliadhna cuideachd, bho 12 mìos às dèidh ceann-latha aonta a' phlana agus gach bliadhna às dèidh sin. Thèid an aithisg seo a chur a-steach gu BnG agus bidh i ri faotainn leis a' phoball. Thèid an aithisg sgrùdaidh GLP bhliadhnail a roinn cuideachd le luchd-obrach tro ar sianailean conaltraidh air an taobh a-staigh.

Goireasachadh a' Phlana

Bidh a' mhòr-chuid de ghnìomhachdan a tha mìnichte sa phlana seo air an gabhail a-steach, mura h-eil mar-thà, agus air an goireasachadh tro bhuidseatan SDS a tha aontaichte le a sponsair, Riaghaltas na h-Alba.

Uallach iomlan airson a' Phlana

Tha uallach deireannach airson a' phlana seo a libhrigeadh, a' laighe le Àrd-Oifigear SDS. Faodar conaltradh leis mar a leanas:

Damien Yeates

Àrd-Oifigear
Leasachadh Sgilean na h-Alba
Taigh Monteith
11 Ceàrnag Sheòrais
Glaschu
G2 1DY

Day-to-day responsibility for the Plan

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of our Gaelic Language Plan is the Head of Operations (North Region) for SDS: Anthony Standing. The Gaelic Development Officer has day-to-day responsibility for the delivery and monitoring of the SDS GLP. Queries regarding the day-to-day operation of the plan should be addressed to:

Derek Mackenzie

Gaelic Development Officer
Skills Development Scotland
1-5 Church Street
Inverness
IV1 1DY

derek.mackenzie@sds.co.uk

While certain SDS colleagues have more responsibility for the upkeep and implementation of our GLP, all colleagues nationally have a responsibility and a positive contribution to make to the delivery of its commitments.

Uallach latha gu latha airson a' Phlana

Is e an t-àrd-oifigear air a bheil uallach obrachail airson amharc air ullachadh, lìbhrigeadh agus sgrùdadh ar Plana Gàidhlig às leth SDS, an Ceannard Obraichean (Roinn a Tuath), Anthony Standing. Tha uallach bho latha gu latha aig an Oifigear Leasachaidh Ghàidhlig, airson lìbhrigeadh agus sgrùdadh air Plana Gàidhlig SDS. Bu chòir ceistean a thaobh obrachadh a' phlana bho latha gu latha a chur gu:

Derek MacCoinnich

Oifigear Leasachaidh Gàidhlig
Leasachadh Sgilean na h-Alba
1-5 Sràid na h-Eaglaise
Inbhir Nis
IV1 1DY

derek.mackenzie@sds.co.uk

Ged a tha barrachd uallaich air cuid de cho-obraichean SDS airson am Plana Gàidhlig a chumail suas agus a bhuileachadh, tha uallach air co-obraichean uile gu nàiseanta air cur gu deimhinneach ri lìbhrigeadh air a ghealltanasan.

7. High Level Aims

Throughout the plan

That all commitments from the previous edition of SDS's Gaelic Language Plan which remain within its remit are carried forward and delivered.

Using Gaelic

Use the priorities in the Scottish Government led initiative, Gaelic – a Faster Rate of Progress, as a framework for delivering on the following:

- Recognise the importance of Gaelic as a skill through the Regional Skills Investment Plans and Gaelic promotional activity in the following key sectors:
 - Tourism, Food & Drink and Heritage (led by HIE)
 - Childcare & Early Years (led by SDS)
 - Creative industries (led by HIE)
 - Public bodies with a Gaelic language plan

7. Amasan Àrd-Ìre

Am plana air fad

Bidh gach gealladh bhon tionndadh mu dheireadh de Phlana Gàidhlig LSA a tha fhathast mar phàirt de dhleastanasan an ùghdarrais air an toirt air adhart agus air an cur a-steach don phlana agus air an lìbhrigeadh.

A' cleachdadh na Gàidhlig

A' cleachdadh nam prìomhachasan bhon iomairt Gàidhlig - Adhartas nas Luaithe, a tha air a stiùireadh le Riaghaltas na h-Alba, mar fhrèam-obrach gus adhartas a dhèanamh leis na leanas:

- A' toirt fa-near do cho cudromach 's a tha a' Ghàidhlig mar sgil tro Phlanaichean Taice Roinneil airson Sgilean agus obair gus a' Ghàidhlig a chur air adhart sna roinnean cudromach a leanas:
 - Turasachd, Biadh is Deoch is Dualchas (air a stiùireadh le HIE)
 - Cùram-chloinne is na Tràth-bhliadhnaichean (air a stiùireadh le LSA)
 - Gnìomhachasan Cruthachail (air a stiùireadh le HIE)
 - Buidhnean poblach le Planaichean Gàidhlig

- Make explicit that Gaelic is valued as a skill for apprenticeships, particularly where Gaelic is already the language of the workplace.
- Enhance SDS's Careers Information, Advice and Guidance (CIAG) service by introducing more Gaelic language services and developing resources in Gaelic language.

Learning Gaelic

Use the priorities in Gaelic – a Faster Rate of Progress as a framework for delivering on the following:

- Ensure the recently developed demand for Gaelic skills evidence base (LMI) is shared and utilised by practitioners and employers who have a key role in the delivery of Career Education. This includes SDS CIAG staff as well as using this across the range of industry and sector engagement activities undertaken by SDS and our partners.
- Continue to embed Gaelic skills in work-based learning pathways expansion including Foundation, Modern and Graduate apprenticeships.

- Nithear follaiseach gu bheil Gàidhlig na sgil phrìseil airson phreantasachdan, gu h-àraidh nuair a tha Gàidhlig ga cleachdadh san àite-obrach mu thràth.
- Thèid leasachadh a dhèanamh air seirbheis Fiosrachadh, Comhairleachaidh is Stiùiridh mu Dhreuchdan (CIAG) LSA le bhith a' toirt barrachd sheirbheisean Gàidhlig a-steach agus a' cruthachadh ghoireasan Gàidhlig.

Ag ionnsachadh na Gàidhlig

A' cleachdadh nam prìomhachasan bhon iomairt Gàidhlig - Adhartas nas Luaithe mar fhrèam-obrach gus adhartas a dhèanamh leis na leanas:

- A' dèanamh cinnteach gun tèid an fhianais ùr air an ìre de dh'iarrtas a th' ann airson sgilean Gàidhlig a sgaoileadh am measg luchd-obrach agus fhastaichean a tha a' dèanamh obair chudromach ann a bhith a' toirt Foghlam Dreuchdail seachad agus gun cleachd iad an fhianais a th' ann air an iarrtas sin. Bidh seo a' gabhail a-steach luchd-obrach CIAG agus a' cleachdadh seo an lùib ghrunn thachartasan is iomairtean a ghabhas LSA agus ar luchd-compàirt os làimh gus co-chonaltradh a dhèanamh le luchd-gnìomhachais is diofar roinnean.

Develop and deliver on the following SDS commitments in the Gaelic Tourism Strategy for Scotland 2018-2023:

- Jointly engage education and training providers to help build capacity and promotion of Gaelic language skills.
- Develop a Gaelic module for inclusion within the Hospitality Modern Apprenticeships framework.

- A' cumail oirnn a' fighe sgilean Gàidhlig a-steach do ar slighean ionnsachaidh stèidhichte air obair air a bheil sinn a' togail, leithid Preantasachdan Bun-ìre, Luchd-ceuma agus Nuadh-phreantasachdan.

Thèid na geallaidhean a leanas aig SDS ann an Ro-Innleachd Turasachd na Gàidhlig do dh'Alba 2018-2023 a thoirt air adhart agus a choileanadh:

- Obraichidh sinn còmhla ri daoine eile gus luchd-solair foghlaim is trèanaidh a chleachdadh gus cuideachadh le bhith a' cur ri sgilean Gàidhlig luchd-obrach agus gus na sgilean sin a chur air adhart.
- Cruthaich modal Gàidhlig airson a bhith mar phàirt de fhrèam nan Nuadh-phreantasachdan ann an Aoigheachd.

Leasachadh Sgilean na h-Alba

A chiad làr, Taigh Monteith
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Còmhdach aghaidh:
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