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| **DREACHD Amasan Àrd-Ìre Alba Chruthachail**  **Plana na Gàidhlig Deasachadh 3**  **Air aontachadh le Bòrd na Gàidhlig, Gearran 2022**  **Taic Alba Cruthachail do Chànan is Cultur na Gàidhlig 2022-27** | **DRAFT Creative Scotland High Level Aims**  **Gaelic Language Plan Edition 3**  **Approved by Bord na Gaidhlig, February 2022**  **Creative Scotland’s support for Gaelic Language and Culture: 2022-27** |
| A thaobh amasan aig ìrean àrda agus mar a chuireas obair Alba Cruthachail ri toraidhean a’ Phlana Nàiseanta, bheirear ar taic seachad ann an ceithir raointean:   1. **Ionmhas agus Leasachadh:** ’s e an taic as motha a bheir Alba Chruthachail (agus Sgrìn Alba) do Chànan is Cultar na Gàidhlig an cuideachadh a thig mar thaic airgid do dhaoine fa leth is buidhnean a tha ag obair tron Ghàidhlig ann an diofar ealan. Mar eisimpleir, dh’èirich ar cuid taic airgid do phròiseactan ealan is cruthachail a tha gan ruith sa Ghàidhlig a-mhàin no sa mhòr-chuid, cha mhòr 70% eadar 2018/19 agus 2019/20 agus a dh’aindeoin trioblaidean an cois COVID-19 dh’fhuirich an ìre de thabhartasan aig ìre 2019/20, a’ cur nan Tabhartas Cobhair Èiginneach COVID-19 air leth. Leanaidh Alba Chruthachail air tuilleadh obrach cruthachail ann an Gàidhlig a bhrosnachadh agus a leasachadh ann an diofar chruthan ealain, mar phàirt de Dheasachadh 3 de ar Plana Gàidhlig. Còmhla ri seo, bithear cuideachd a’ cuimseachadh air leasachadh nan Ealan Gàidhlig aig ìre nàiseanta agus coimhearsnachd, ag obair còmhla ri com-pàirtichean cruthachail agus luchd-ùidh, fo stiùir ar n-Oifigear Ealan Gàidhlig a chaidh fhastadh bho chionn ghoirid. 2. **Tagradh:** Cumaidh Alba Chruthachail a’ dol a’ tagradh às leth ealain agus tionnsgalachd Gàidhlig tro chonaltradh bhon taobh a-muigh le luchd-ùidh, tro obrachadh ann an com-pàirteachas ri càch, agus tro innse sgeulachdan is sanasachd adhartach den obair a tha sinn a’ maoineachadh gu sònraichte, agus luach na Gàidhlig agus a cultair san fharsaingeachd, tro ar seanailean nam measg ar seanail tagraidh Ar Guth Cruthachail. 3. **Dèanadas:** Cuiridh ar cuid dèanadais ris a’ Ghàidhlig tro thoirt gu buil agus sanasachd èifeachdach a’ Phlana Ghàidhlig, tro sgrùdadh taobh a-staigh, leasachadh agus trèanadh, agus tro thaic a bhrosnachadh don Ghàidhlig am measg an fhaighinn a tha sinn a’ maoineachadh. Cuirear cànan is cultur na Gàidhlig aig meadhan ar dèanadas. 4. **Conaltradh:** Cuiridh obair conaltraidh Alba Chruthachail ri cànan is cultar na Gàidhlig far an gabh a dhèanamh, a’ gabhail a-steach cruthachadh stuthan Gàidhlig adhartach, cur an cèill stuthan dà-chànanach freagarrach agus cumail ris an ìre suidhichte de dhà-chànanas nar sanasachd.   **Coinneach Fowler**  **Stiùiriche Conaltraidh agus Dàimhean ris an Taobh A-Muigh**  [Kenneth.fowler@creativescotland.com](mailto:Kenneth.fowler@creativescotland.com)  07970 557 960 | In terms of high level aims and how Creative Scotland’s work contributes to the outcomes from the National Plan, our support will be delivered across four themes:   1. **Funding and Development:** the most significant contribution to Gaelic Language and Culture that Creative Scotland (and Screen Scotland) makes is through our funding support to individuals and organisations working in Gaelic across art forms. For example, our funding support for artistic and creative projects, working exclusively or primarily in Gaelic, increased by almost 70% between 2018/19 and 2019/20 and, despite the challenges of the impact of COVID-19, the number of awards remained at the 2019/20 level, excluding COVID-19 Emergency Relief Funds. Creative Scotland will continue to encourage and develop more creative work in Gaelic across art forms, as part of Edition 3 of our Gaelic Language Plan. Alongside this, we will also focus on Gaelic Arts development at a national and community level, working with creative partners and stakeholders, driven by our recently appointed Gaelic Arts Officer. 2. **Advocacy:** Creative Scotland will continue to advocate for Gaelic arts and creativity through our external engagement with stakeholders, through working in partnership with others, and through story-telling and proactive promotion of the work we fund specifically, and the value of Gaelic language and culture more generally, through our channels including our advocacy platform, Our Creative Voice. 3. **Operations:** Our operations will support Gaelic language through effective delivery and promotion of the Gaelic Language Plan; through internal review, development and training; and through encouraging support for Gaelic among those we fund. Support for Gaelic language and culture will continue to be normalized through our operations. 4. **Communications:** Creative Scotland communications activity will support Gaelic language and culture wherever possible, including the development of proactive Gaelic content, the presentation of appropriate materials bilingually and the continued standard of bilingualism in our branding.   **Kenneth Fowler**  **Director of Communications and External Relations**  [Kenneth.fowler@creativescotland.com](mailto:Kenneth.fowler@creativescotland.com)  07970 557 960 |

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| **Amasan Àrd-Ìre** | **High-level Aims** |
| **Airson an cur a-steach do dh’eagran 3 de Phlana Gàidhlig Alba Chruthachail** | **For inclusion in edition 3 of Creative Scotland’s Gaelic Language Plan** |
| **A’ cleachdadh na Gàidhlig** | **Using Gaelic – Funding and Development** |
| A’ cumail a’ dol le pròiseactan agus buidhnean ro-innleachdail a mhaoineachadh a lìbhrigeas ealain is cultar tro mheadhan na Gàidhlig.  A’ brosnachadh bhuidhnean maoinichte gus planaichean a chruthachadh airson cleachdadh na Gàidhlig a mheudachadh.  A’ dèanamh cinnteach gu bheil cothrom aig luchd-ealain Gàidhlig air a h-uile sruth maoineachaidh aig Alba Chruthachail. | Continue to fund projects and strategic organisations which deliver arts and culture through the medium of Gaelic  Encourage funded organisations to develop plans to increase the use of Gaelic.  Ensure that Gaelic artists have access to all Creative Scotland funding streams |
| **Ag ionnsachadh na Gàidhlig** | **Learning Gaelic – Funding and Development/Operations** |
| A’ cumail a’ dol le pròiseactan agus buidhnean ro-innleachdail a mhaoineachadh a tha ag amas air ionnsachadh na Gàidhlig a mheudachadh.  Ag ath-stèidheachadh agus ag ùrachadh nan goireasan a chaidh a chruthachadh roimhe airson taic a chumail ri ionnsachadh na Gàidhlig ceangailte ri ealain is cultar ann an Alba (mar eisimpleir susbaint air-loidhne airson Learn Gaelic agus/no Speak Gaelic). | Continue to fund projects and strategic organisations which aim to increase the learning of Gaelic.  Re-establish and update the previously developed resource to support Gaelic learning connected to arts and culture in Scotland (for example digital content for Learn Gaelic and/or Speak Gaelic). |

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| **A’ cur na Gàidhlig air adhart** | **Promoting Gaelic - Advocacy** |
| A’ cumail a dol le pròiseactan a mhaoineachadh a bhios a’ taisbeanadh cànan is cultar na Gàidhlig.  A’ gabhail dreuchd ceannardais ro-innleachdail airson ealain is cultar na Gàidhlig aig ìre chruinneil, nàiseanta is eadar-nàiseanta. (M.e. a’ gabhail pàirt ann am fòram Adhartas nas Luaithe agus a’ dol an sàs gu for-ghnìomhach ann an Ro-innleachd Turasachd na Gàidhlig agus buidhnean eile mar NGAS – National Gaelic Advisory Forum).  A’ dealbhachadh gu soilleir nan ceumannan a ghabhas Alba Chruthachail airson lìonra ion-obrachail a chumail suas airson ealain is cultar na Gàidhlig a lìbhrigeadh ann an Alba (mar eisimpleir an lìonra RFO).  A’ cruthachadh sgioba buileachaidh a’ Phlana Ghàidhlig taobh a-staigh Alba Chruthachail airson dèanamh cinnteach gun tèid na h-amasan is miannan a lìbhrigeadh tarsainn na buidhne. | Continue to fund projects which showcase Gaelic language and culture.  Take a strategic leadership role for Gaelic arts and culture at a global, national and international, level. (E.g. participate in the Faster Rate of Progress forum and actively participate in the Gaelic Tourism Strategy Implementation Group and other groups such as NGAS – National Gaelic Advisory Forum).  Clearly layout the measures that Creative Scotland will take to sustain a viable network of organisations to deliver Gaelic arts and culture in Scotland (for example the RFO network).  Establish a Gaelic Language Plan implementation group within Creative Scotland to ensure delivery of the aims and ambitions across the organisation. |

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| **Amasan airson Seirbhisean Corporra** | **Corporate Service Aims** |
| **Àrd Phrionnsapalan** | **Overarching Principles – Operations** |
| **Spèis Cho-ionann**  A h-uile gealladh anns a’ Phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla. | **Equal Respect**  Gaelic language plan commitments delivered to an equal standard in both Gaelic and English. |
| **Cothroman Follaiseach**  Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus aig a’ phoball daonnan air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach. | **Active Offer**  Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority. |
| **Treas Pàrtaidhean**  A’ dearbhadh gum bi ALEO an agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh. | **Third Parties**  Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan. |
| **Gàidhlig na nì àbhaisteach**  Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart. | **Normalisation**  Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed. |
| **Inbhe** | **Status - Communications** |
| **Suaicheantas**  Tha an suaicheantas corporra dà chànanach anns a h-uile suidheachadh | **Logo**  The corporate logo is bilingual at all times. |
| **Soidhnichean**  Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh. | **Signage**  Prominent signage includes Gaelic and English as part of any renewal process. |

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| **Conaltradh leis a’ phoball** | **Communicating with the public** |
| **Brosnachadh**  Teachdaireachd gu bheil fàilte air conaltradh sa Ghàidhlig bhon phoball daonnan. | **Promotion**  Positive message that communication from the public in Gaelic is always welcome. |
| **Conaltradh sgrìobhte**  Fàilte ga chur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne. | **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. |
| **Ionad-fàilte agus am fòn**  Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball. | **Reception and phone**  Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public. |
| **Coinneamhan**  Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh (mar as iomchaidh agus a rèir stiùireadh COVID-19). | **Public meetings**  Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted (as appropriate and as COVID-19 guidance permits). |
| **Fiosrachadh** | **Information** |
| **Fiosan-naidheachd**  Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla. | **News releases** All news releases related to Gaelic are circulated in both Gaelic and English. |
| **Meadhanan sòisealta**  Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh’fhaodadh a bhith ann. | **Social Media**  Gaelic content distributed regularly through social media, guided by the level of actual and potential users |
| **Làrach-lìn**  Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr. | **Website**  Gaelic content should be available on the public authority’s website, with emphasis given to the pages with relevance to Gaelic culture. |
| **Irisean Corporra**  Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr. | **Corporate Publications**  Produced in Gaelic and English, where appropriate, with priority given to those with relevance to Gaelic culture. |

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| **Luchd-obrach** | **Staff - Operations** |
| **Sgrùdadh Luchd-obrach**  Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana. | **Internal audit**  Conduct an internal audit of Gaelic skills and training needs through the life of each plan. |
| **Inntrigeadh**  Eòlas air plana Gàidhlig an ùghdarrais phoblaich mar phàirt den phròiseas inntrigidh. | **Induction**  Knowledge of the public authority’s Gaelic language plan included in new staff inductions. |
| **Trèanadh cànain**  Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a’ cur plana Gàidhlig na buidhne an gnìomh. | **Language training**  Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority’s Gaelic language plan. |
| **Trèanadh Mothachaidh Gàidhlig**  Trèanadh mothachaidh Gàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh. | **Awareness training**  Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public. |
| **Fastadh**  A’ toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.  Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.  Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach. | **Recruitment**  Recognising and respecting Gaelic skills within the recruitment process.  Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.  Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill. |
| **Corpas na Gàidhlig** | **Gaelic Language Corpus** |
| **Gnàthachas Litreachaidh na Gàidhlig**  Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca. | **Gaelic Orthographic Conventions**  The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority. |
| **Ainmean-àite**  Iarrar stiùireadh bho Ainmean-Àite na h-Alba agus cumar ris an stiùireadh sin. | **Place names**  Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used. |