

Bòrd na Gàidhlig

TEAMPLAID FOIRM DEARCNAICHAIDH PLANAICHEAN CÀNAIN GÀIDHLIG GAELIC LANGUAGE PLAN MONITORING FORM TEMPLATE

Stiùireadh:

Fo sgèith Achd na Gàidhlig (Alba) 2005 faodaidh am Bòrd aithisg dearcnachaidh iarraidh bho dh' ùghdarrasan poblach le fios mu adhartas air liubhairt toraidhean a' phlana. 'S e am prìomh amas aig a' Bhòrd gum faigh an ùghdarras cothrom a bhith a' dèanamh tomhais air adhartas agus rèiteachadh a ghabhail os làimh ma tha feum air. Cuideachd gus fa-near a thoirt air adhartas nas motha na bha an ùghdarras an dùil. A bharrachd air seo, tha tha am pròiseas seo a' toirt cothrom don ùghdarras a bhith a' dèanamh planaich ro-làimh mar phàirt den phròiseas ath-bhreithneachaidh riatanach ro ùrachadh a phlana, agus cunntas a ghabhail air leasan a chaidh ionnsachadh agus buaidh a' Phlana air poileasaidhean is planaichean na buidhne.

Tha am Bòrd a' moladh an teamplaid gu h-ìosal mar cruth airson aithisg dearcnachaidh. Thathar còd dhathan a' cleachadh gus adhartais a shealltainn air liubhairt thoraichean.

Mar stiùireadh farsaingeachd air a' phròiseas dearcnachaidh, tha am Bòrd a' moladh na leanas:

- Gu bheil adhartas air a chomharrachadh gu soilleir airson nan gnìomhan uile, le meudachadh càileachd is àireamhail air an clàradh.
- Far a bheil dàil air a bhith ann, gu bheil mìneachadh soilleir air a dhèanamh air dè dh' adhbraich seo agus an dòigh anns a' bheil an ùghdarras gu bhith a' reiteachadh cùisean.
- Gu bheil earrann air a ghabhail a-steach aig deireadh na h-aithisg le fios mu leasan a chaidh ionnsachadh.

Guidance:

Under the Gaelic Language (Scotland) Act 2005 the Bòrd may require public authorities to submit a monitoring report on progress regarding delivery of their plan's outputs. The purpose of this is to provide the authority with an opportunity to measure progress, and to take remedial action if necessary and in addition to note where progress has been greater than anticipated. The reporting process is also intended to support the organisation to plan in advance of the review required prior to renewal of its plan, to take account of lessons learned, and to measure the plan's impact across the organisation's policy and planning process.

The template provided below is the Bòrd's recommended monitoring report format. It includes a colour code system to indicate progress on output delivery and a key is provided regarding this.

By way of general guidance for the monitoring process the Bòrd encourages the following:

- That for all actions a clear measure of progress is included, with the qualitative and numerical increase recorded.
- Where there has been a delay in progress or no progress that this is clearly stated, with an explanation of why this has occurred and what the response is.
- That a 'lessons learned' section is included at the end of the report.

Clàr Key	
<p>A' dol mar bu chòir – gun dùbhlán no dùbhlán aig ìre ìseal a bhuaileas air ceann-latha no càileachd an toraidh</p> <p><i>On track – minimal or no issues that can impact on quality or delivery of output to schedule.</i></p>	Green
<p>Dàil air ceann-latha libhrigidh agus/no càileachd/meud an toraidh taobh a-staigh crìochan a' Phlana.</p> <p><i>Delay in delivery time line and/or quantity/quality of output within parameters of the Plan.</i></p>	Orange
<p>Dàil air libhrigeadh an toraidh taobh a-staigh clàr-ama a' phlana no cha tèid an toradh a choileanadh taobh a-staigh clàr-ama a' Phlana.</p> <p><i>Delay in output delivery within the plan's time-line or target output will not be achieved within plan's time-line</i></p>	Red

Ro-ràdh Plana Plan Introduction			
Gealladh (briatharachas bhon PCG) Commitments (text from GLP)	Adhartas (fios) Progress (narrative)	Ìre Status	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) Our response (including time line)
<p>Creative Scotland published its Gaelic Language Plan 2012 – 2017 in September 2012.</p> <p>This is the second report submitted to Board na Gaidhlig on progress against the commitments laid out in that plan.</p>	<p>Tha làn thaic Alba Chruthachail fhathast ris a' Ghàidhlig, gu sònraichte ann an co-theacs nan ealan, an sgrìn, agus nan gnìomhachasan cruthachail, agus leanaidh an obair againn gus gealltanasan a' phlana Ghàidhlig againn a chur an gnìomh tron obair, tron mhaoineachadh agus tro na poileasaidhean againn.</p> <p>Tha sinn a' brosnachadh na Gàidhlig ann an dà dhòigh: maoineachadh agus a' toirt cùl-taic dhan chànan tro na poileasaidhean is tron mhaoineachadh againn; agus taic tro obair na buidhne fhèin tro leasachadh a' chànan anns an dòigh anns a bheil sinn ag obair mar bhuidhinn.</p> <p>Tha a' chiad dòigh air leth cudromach agus tha an taic againn ris na h-ealain Ghàidhlig ceangailte gu dlùth ri ar taic do dh'ealain traidiseanta na h-Alba san fharsaingeachd, agus don Scots.</p> <p>Tha geàrr-chunntas feumail den taic seo, a dh'fhoillsich sinn mar fhios naidheachd san t-Samhain 2015, ri fhaighinn an seo: http://www.creativescotland.com/what-we-do/latest-news/archive/2015/09/support-for-traditional-arts</p> <p>A thaobh obair taobh a-staigh na buidhne, tha sinn ag obair gu cruaidh gus Gàidhlig 'àbhaisteachadh' ann an obair làitheil Alba Chruthachail a thaobh an dòigh sa bheil sinn a' taisbeanadh na h-obrach againn, agus am measg an luchd-obrach againn, ann an suidheachadh far a bheil buidseatan teann agus far a bheil goireasan daonna cuingichte.</p> <p>Tha sinn ag aithneachadh gu bheil beagan gnìomhan sa phlana thùsail a thaobh obair na buidhne nach deach a choileanadh agus tha sinn a' mìneachadh seo san aithisg agus thèid coimhead air seo anns an ath thionndadh den</p>		<p>Within a context of changing budgetary and operational circumstances, since the Gaelic Language Plan was published in 2012, we have maintained our support for Gaelic language and culture, through both our operational activities and, particularly, through our policy and funding support for Gaelic in the arts, screen and creative industries.</p> <p>Creative Scotland has been instructed by Bord na Gaidhlig to update its Gaelic Language Plan by September 2017 as the existing Plan is due to expire.</p>

phlana, a thèid a chur gu Bòrd na Gàidhlig san t-Sultain 2017.

Creative Scotland continues to be fully committed to Gaelic language, particularly in the context of the arts, screen and creative industries, and we will continue to work to deliver the Gaelic Language Plan's commitments through our operations, our funding and our policies.

Our support for Gaelic Language can be described in two ways: funding and advocacy support through our policies and our funding; and operational support through promotion of the language in the way we work as an organisation.

The first of these is particularly extensive and our support for Gaelic arts is strongly linked to our support for Scotland's traditional arts, more broadly, and our support for Scots.

A useful summary of this support, which we issued as a news release in November 2015, is provided here: <http://www.creativescotland.com/what-we-do/latest-news/archive/2015/09/support-for-traditional-arts>

Operationally, we continue to work hard to 'mainstream' Gaelic into the daily life of Creative Scotland in terms of how we present our work and amongst our staff, within the context of budget pressures and people resource limitations.

We appreciate that there are some operational activities in the original Plan that have not been delivered and these are explained in this report and will also be

	addressed in the next iteration of the Plan, due for submission to Bord na Gaidhlig in September 2017.			
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Gnìomhan sam bith eile a chaidh a dhèanamh ann an Caibideil 1 a bharrachd air gnìomhan a’ Phlana.
 Any other actions completed in addition to those contained the Plan.

Bun-dhleastanasan
Core Commitments

Dearbh aithne
Identity

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh a nì sinn (a’ gabhail a-steach clàr-ama) Our response (including time line)
<p>1. Ensure that all organisations benefitting from Creative Scotland funding recognise this funding by incorporating the most up to date version of our logo, which is bilingual.</p> <p>All organisations benefitting from Creative Scotland funding must use the bilingual logo in all materials</p> <p>2. Ensure that both Creative Scotland offices incorporate fully bilingual signage.</p>	<p>All organisations that Creative Scotland supports are issued with clear guidelines on branding and logo use as part of their contract.</p> <p>The bilingual logo is our only logo.</p> <p>We are not aware of any organisations that we fund who do not use the bilingual logo and, if we become aware, they are instructed to change to the bilingual logo, within the terms of their funding agreements.</p> <p>All signage in Creative Scotland offices is bilingual, including our new Glasgow office at The Lighthouse which the organisation moved into in May 2016.</p> <p>As part of a working group involving the DCMS, Camelot, the Gambling Commission and all UK lottery distributors), Creative Scotland advocated for a new bilingual version of the National Lottery logo. This was agreed, and consequently going forward (once licenses have been signed off) all lottery recipients (not just Creative Scotland but also those receiving funding from Big Lottery, HLF and Sports Scotland) will have the new option of a bilingual</p>	Green	<p>We continue to monitor the application of our branding guidelines among funding recipients to ensure the bilingual logo is applied.</p> <p>The bilingual logo has been wholly embraced by funded organisations and individuals across the arts, screen and creative industries.</p>

	lottery logo too.		
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Gnìomhan dearbh-aithne sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.
[Any other identity actions completed in addition to those contained in the Plan.](#)

In 2016/17 we will be refreshing Creative Scotland's visual brand. This will also involve a refresh of the guidelines for branding and logo use for all individuals and organisations that we fund. Incorporation of bilingual branding resources will continue to be an integral part of any revised Creative Scotland branding.

Conaltraidhean
Communications

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh a nì sinn (a' gabhail a-steach clàr-ama) Our response (including time line)
<ol style="list-style-type: none"> 1. Agree scope and job specification for full-time or shared Gaelic Communications Officer and recruit the post in order to provide appropriate Gaelic media and communications for Creative Scotland. 2. Develop guidance for reception staff. Provide Gaelic awareness training for reception staff. Allow interested staff to learn Gaelic if they so wish. Provide access to a Gaelic speaking member of staff if required 3. Monitor the number of communications received in Gaelic. Promote our acceptance of communications in Gaelic if that is the preferred option. Ensure that Creative Scotland e- 	<p>Due to the implications of a period of significant change through 2013 - 2015 and the ongoing restructure of Creative Scotland in terms of staff resources, roles and responsibilities; this commitment was put on hold. In the meantime, Gaelic speaking members of staff are available to represent Creative Scotland in the media and at events.</p> <p>Gaelic awareness training has been provided for all staff.</p> <p>A Gaelic language speaker is available to both staff and external clients.</p> <p>The number of communications received in Gaelic (and other languages) is monitored and we promote the acceptance of communications in other languages.</p> <p>Creative Scotland e-mail signatures and disclaimers are bilingual.</p>	Orange	<p>We feel that a revised approach will better 'mainstream' Gaelic language within our organisation, provide more flexibility in terms of Gaelic representation and translation, as well as enable us to support Gaelic within the resources we have available. As such, we will not be recruiting a full-time, dedicated Gaelic Communications Officer and have, instead, invested in Gaelic learning for staff, including within the Communications Directorate. This revised commitment will be reflected in the next iteration of our Gaelic Language Plan.</p> <p>Gaelic awareness training and language classes continue.</p> <p>We will continue to have a Gaelic language speaker available and aim to increase this number through language training.</p> <p>We will continue to monitor enquiries in Gaelic and in other languages.</p>


<p>mails carry bilingual signatures and disclaimers.</p> <p>4. All forms, applications and agreements available in Gaelic. Bilingual versions of all templates made available.</p> <p>5. Ensure Gaelic is higher profile on events materials. Identify key Gaelic phrases for speeches and presentations. Identify events within the programme that are more appropriate for Gaelic content. Build good Gaelic practice into Creative Scotland's events strategy.</p>	<p>All forms, applications and agreements are currently available in Gaelic on request. We intend to fully translate all these materials.</p> <p>Gaelic is included on all events materials and events materials.</p> <p>The Chief Executive, Communications Director and other senior staff include Gaelic phrases (e.g. welcome, thanks, etc.) in speeches.</p>		<p>We have received, and assessed, applications in Gaelic without any issues. We will ensure that all funding materials are available in Gaelic as soon as budgets and human resources permit.</p> <p>Gaelic language is given equal presentation on our event materials and we will continue to increase the amount of Gaelic content in our speeches and presentations as staff become more competent in the language.</p>
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Gnìomhan conaltraidh sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.
[Any other communication actions completed in addition to those contained in the Plan.](#)

We have delivered some, but not all the Communications commitments laid out in our Gaelic Language Plan but we remain fully committed to fulfilling all of the commitments, with the above noted revisions, during the life of the current Plan.

Foillseachaidhean
Publications and Website

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
<p>1. All corporate publications produced bilingually. Guidelines for Gaelic publication developed and communicated internally and externally. Feasibility of Gaelic and the Arts publications</p>	<p>Our key corporate publications are produced bilingually.</p> <p>Importantly, our 10 year Plan (<i>Unlocking Potential, Embracing Ambition</i>) is available in full translation as is our Annual Plan. We have aimed to produce as many corporate publications bilingually as possible, including</p>	Orange	<p>We aim to make as many key corporate publications available bilingually as possible, within available budgets and human resources.</p> <p>Corporate web content will become bilingual on an ongoing basis.</p>

<p>explored.</p> <p>2. Gaelic policy for Creative Scotland web and on-line communications developed. All on-line content provided bilingually.</p>	<p>Annual Plans and key strategy documents.</p> <p>Our Gaelic Language Plan (alongside our policy on Scots) is available online and can be found here: http://www.creativescotland.com/resources/our-publications/plans-and-strategy-documents/gaelic-language-plan</p> <p>We have produced, and updated in March 2016, publication 'An introduction to Scotland's Languages' which promotes the value of Gaelic and Scots in an arts and culture context and is available on-line: http://www.creativescotland.com/resources/our-publications/marketing/an-introduction-to-scotlands-languages</p> <p>Creative Scotland's new web-site was launched on April 9th 2014. Work continues to translate corporate content into Gaelic and, in time, the full site. – however, within existing resources, this is a long term aim.</p> <p>Other examples of key strategy and corporate documents that are available in Gaelic include:</p> <p>Creative Scotland's 10 year plan: http://www.creativescotland.com/resources/our-publications/plans-and-strategy-documents/strategic-plans/creative-scotland-10-year-plan-unlocking-potential-embracing-ambition</p> <p>Creative Scotland's Strategy for Screen: http://www.creativescotland.com/resources/our-publications/plans-and-strategy-documents/film-strategy-2014-17</p> <p>Time to Shine – Scotland's National Youth Arts Strategy:</p>		
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	<p>http://www.creativescotland.com/resources/our-publications/plans-and-strategy-documents/national-youth-arts-strategy</p> <p>Creative Scotland's Annual Plan: http://www.creativescotland.com/resources/our-publications/plans-and-strategy-documents/annual-plans/annual-plan-2015-16</p> <p>We have also produced a range of promotional materials that support Gaelic Language as part of our work to support Scotland's traditional arts – these include CD's, marketing materials and promotional materials used at showcase events in Scotland, the UK and internationally.</p>		
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Gnìomhan Foillseachaidhean sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.
 Any other Publications actions completed in addition to those contained in the Plan.

Luchd-obrach
Staffing

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
<p>1. Identify members of staff for whom Gaelic language training would be appropriate and necessary. Identify training options and make available to staff.</p>	<p>Gaelic awareness training has been undertaken by all staff.</p> <p>Gaelic language training has been made available to all staff.</p> <p>Key staff have been encouraged to learn Gaelic more intensely (through external routes such as SMO, evening classes, etc.).</p> <p>Key staff are encouraged to use Gaelic in their speeches, presentations, etc.</p> <p>The Communications Directorate within Creative Scotland</p>	Orange	<p>Gaelic language training will continue to be made available and encouraged for all staff. We also have an internal Gaelic Arts group which brings together the Gaelic speakers and learners in the organisation to discuss how we better support Gaelic language and arts.</p>

<p>2. Scope the resources required to engage effectively with Gaelic media and to help implement bilingual marketing communications, publications and internal translation. Scope the resources required to lead on the 'normalisation' of Gaelic across our funding projects and organisations across art forms.</p>	<p>has developed, in 2016, a bespoke Gaelic toolkit for staff. This toolkit will allow all staff to access an online aid to Gaelic translations of key phrases which are likely to be used by CS staff as part of their daily working life.</p> <p>Recruitment of a full time Gaelic Communications Officer is no longer a commitment, following structural change within the organisation, budgetary restrictions and restrictions on head count.</p> <p>Creative Scotland employs a Gaelic Arts Officer (a post shared with Bord na Gaidhlig) who leads on the advocacy and development of Gaelic language in the context of the arts, screen and creative industries.</p>		<p>Our focus is now on developing the Gaelic language skills of appropriate staff, including those in the Communications Directorate with a view to 'mainstreaming' Gaelic within the Creative Scotland staff group, over time.</p> <p>This is happening within existing financial and human resource parameters.</p> <p>Gaelic arts provision – in the form of a dedicated Gaelic Arts Officer - will continue, as confirmed in Creative Scotland's refreshed structure agreed in 2015.</p>
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Gnìomhan luchd-obrach sam bith eile a chaidh a dhèanamh a bharrachd air gnìomhan a' Phlana.

[Any other staffing actions completed in addition to those contained in the Plan.](#)

Buidhean Poileasaidh don Ghàidhlig
Policy Implications for Gaelic

Inbhe Cànan
Language status

Cruthachadh ìomhaigh dheimhinneach don Ghàidhlig
[Creating a positive image for Gaelic](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
<p>1. Presenting Gaelic positively through our funding and our work.</p>	<p>Creative Scotland continues to support many organisations and projects that promote and develop Gaelic in the context of the arts, screen and creative industries.</p>	Green	<p>This work will continue through our funding and our work an advocate, an influencer and a development body for the arts, screen and creative industries in Scotland.</p>

Creative Scotland is absolutely committed to supporting Gaelic arts in Scotland as is clearly evidenced by the funding awards that we make through Open Project Funding, Regular Funding and through Targeted Funding.

Since Open Project Funding was launched in October 2014, we have awarded funding of £1.4m to 49 individuals, organisations and projects whose work falls within the Gaelic arts.

This includes writers, musicians, theatre makers, festivals and creative organisations across Scotland, such as major events like Heb Celt Festival and the Celtic Media Festival, arts organisations such as Proiseact nan Ealan, through to musicians such as Ross Ainslie and Breabach and writers such as Paraig MacNeil. This funding is a significant proportion of the £17.6m total funding awarded so far through the Open Project route across Scotland and across all art-forms. See full details on all our [Open Project Funding awards](#).

Our portfolio of [Regularly Funded Organisations](#), who receive funding over a period of three years, consists of many organisations who are active in Gaelic arts, or wholly focussed on this area of creative work.

This includes TRACS (Traditional Arts and Culture Scotland) including The Scottish Storytelling Centre, Feisean nan Gaidheal, An Lanntair, Taigh Chearsabhaigh Trust, The Gaelic Books Council, The National Piping Centre, Feis Rois, Celtic Connections, Hands up for Trad, the Scottish Poetry Library and a host of other organisations whose work supports Gaelic and traditional artists working across Scotland.

In addition to this extensive support, we have also

Gaelic arts are also a significant part of Creative Scotland's Arts Strategy, to be published in July 2016.

	<p>devolved £35k funding to Fèisean nan Gàidheal to deliver TASGADH, the Traditional Arts Small Grants Fund which offers grants of up of £1,000 to organisations and individuals involved in Scottish Traditional Arts to support them to create, perform, tour and showcase work. Individuals and organisations are also able to apply to our Open Project Fund which has no set deadline. We also support traditional musicians to showcase their work internationally through our highly successful Showcase Scotland initiative at Celtic Connections and at the Cambridge Folk Festival as well as the world music showcase WOMEX. Traditional music is also supported through the Youth Music Initiative.</p> <p>All of this work is further supported by the Traditional Arts Working Group which brings together staff from Creative Scotland and representatives from traditional arts organisations in order to champion the traditional arts and to act as advocates both in Scotland and internationally.</p> <p>Our support for traditional arts in Scotland, like our support for all aspects of arts and creativity, is unwavering and this area of rich creative excellence continues to be an important part of cultural life in Scotland and of how we present ourselves to the world.</p>		
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Meudachadh ann an làithaireachd na Gàidhlig

Increasing the visibility of Gaelic

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a' gabhail a-steach ceann-latha) Response (including time line)
1. Increasing the visibility of Gaelic through our work.	Our logo is bilingual and this is incorporated into all of our own communications materials and all of the communications materials of the organisations and projects that we fund.	Green	We will continue to work to increase the visibility of Gaelic in our work – operationally, through our funding and through our policies and strategies.

	<p>We produce key corporate publications bilingually and will continue to do so.</p> <p>We support, through funding, a broad range of organisations and projects that present Gaelic in the context of the arts, screen and creative industries – either through their own materials or through their creative work (e.g. performance, film , literature, etc.).</p> <p>We have produced a number of promotional items aimed specifically at increasing the visibility of Gaelic language in the arts, screen and creative industries (e.g. An Introduction to Scotland’s Languages and a promotional CD of Scotland’s Gaelic musicians).</p> <p>We also regularly communicate on social media in Gaelic, particularly via Twitter (where, at time of writing, we have more than 72,000 followers), and we intend to do more of this.</p>		
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Gnìomhan sam bith eile a thaobh inbhe cànan a chaidh a dhèanamh a bharrachd air gnìomhan a’ Phlana.

[Any other actions completed regarding language status in addition to those contained in the Plan.](#)

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Foillseachadh a’ phlana
[Publicising the plan](#)

Gealladh Commitments	Adhartas Progress	Ìre Status	Fuasgladh (a’ gabhail a-steach ceann-latha) Response (including time line)
1. We publicised the Gaelic Language Plan through our work.	<p>Issued a news release announcing the Plan.</p> <p>Made copies of the Plan available in our offices and in the premises of organisations that we fund across Scotland.</p> <p>Made the Plan known to all staff through internal</p>	Green	We will repeat this approach with the next iteration of the Gaelic Language Plan in September 2017.

	<p>communications and our website.</p> <p>Made the Plan available to anyone through our website.</p> <p>Distributed copies of the Plan to partners and stakeholders across Government.</p> <p>Make copies available on request.</p>		
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Rudan a bhathas ag ionnachadh

Lessons learned

Tha a’ Ghàidhlig fhathast na pàirt bhunaiteach den obair aig Alba Chruthachail, an dà chuid ann an obair na buidhne fhèin, agus gu sònraichte, san dòigh anns a bheil sinn a’ cumail taic ris na h-ealain, an sgrìn agus ris na gnìomhachasan cruthachail, agus air feadh na h-Alba.

Leanaidh seo.

Cha deach cuid de na h-eileamaidean anns a’ Phlana Ghàidhlig a libhrigeadh taobh a-staigh nan clàran-ama ris an do dh'aontaich sinn an toiseach - gu sònraichte an fheadhainn a thaobh Sgiobachd agus a thaobh làn eadar-theangachadh de stuthan conaltraidh corporra air-loidhne. Tha seo mar thoradh air prìomhachasan corporra agus air goireasan gus na prìomhachasan seo a chur an gnìomh.

Ach, tha sinn fhathast gu mòr airson nan amasan seo a chur an gnìomh, leis na h-atharrachaidhean air an tug sin iomradh gu h-àrd, taobh a-staigh beatha a’ phlana seo.

A dh'aindeoin seo, chaidh tòrr a choileanadh a thaobh taic dhan Ghàidhlig tro na daoine, pròiseactan agus buidhnean a tha sinn a’ maoinachadh agus tron obair aca. Leanaidh seo.

Tha Alba Chruthachail cuideachd air na h-oidhirpean aice gus Gàidhlig a chur air adhart a mheudachadh gu follaiseach tro chonaltraidhean corporra, dearbh-aithne, agus tro mhothachadh is trèanadh luchd-obrach.

Leanaidh seo cuideachd.

Tha sinn cuideachd airson leantainn oirnn leis an obair chom-pàirteachaidh le Bòrd na Gàidhlig agus tha sinn a’ cur fàilte air an obair a tha a’ bhuidheann seo a’ cur ri obair Alba Chruthachail agus ris na gnìomhachasan ealain, sgrìn agus na gnìomhachasan cruthachail san fharsaingeachd.

Gaelic language continues to be an integral part of the work of Creative Scotland both in terms of our own operations and, particularly, in terms of the work that we support across the arts, screen and creative industries and across all parts of Scotland.

This will continue.

Some elements of the Gaelic Language Plan have not been delivered within the timescales originally committed to – particularly those relating to Staffing and to full translation of all corporate communications materials online – this is due to corporate priorities and available resources against those priorities.

However, we remain fully committed to fulfilling these commitments, with the revisions noted above, within the life of this Plan.

This said, much has also been achieved in terms of support for Gaelic language through the people, projects and organisations that we fund and the work that they do. This will continue. Creative Scotland has also demonstrably expanded its efforts to promote Gaelic through its own corporate communications, identity, external presentation and through staff awareness and training . This will also continue.

We are also keen to continue our productive working partnership with Bord na Gaidhlig and we welcome the positive contribution that this organisation makes to the work of Creative Scotland and of the arts, screen and creative industries in Scotland as a whole.

Kenneth Fowler
Director of Communications
Alba Chruthachail

Plana Cànanain Gàidhlig Alba Chruthachail Aithisg dearcnachaidh 2013-16 Freagairt Bòrd na Gàidhlig

Creative Scotland Gaelic Language Plan: Monitoring report

2013-16

Bòrd na Gàidhlig Response

1. Fiosrachadh bunaiteach Baseline information

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Ceann latha aonta Plana Cànanain Gàidhlig Alba Chruthachail Approval date of the Creative Scotland Gaelic Language Plan 18 Sultain, 2012 18 September, 2012
Àrd-oifigear le uallach iomlan airson a' Phlana Senior officer with overall responsibility for the Plan Janet Archer
...
Àrd-oifigear le uallach airson am Plana a chur an gnìomh

Senior officer with responsibility for the implementation of the Plan

Kenneth Fowler

Oifigear le uallach làitheil airson a' Phlana

Officer with day-to-day responsibility of the Plan

Kenneth Fowler

Ceann-latha a thàinig an aithisg a-steach

Date of receipt of monitoring report

22 Ògmhios, 2016

22 June, 2016

2. **Beachdan air coileanadh** A' cur an gnìomh agus dearcnachadh a' Phlana Cànan Ghàidhlig

Comments on performance

Implementing and monitoring the Gaelic Language Plan

Geàrr-iomradh air coileanadh ag èirigh bho aithisg dearcnachaidh 2013-16 Alba Chruthachail

Tha Alba Chruthachail a' coileanadh a dleastanais a thaobh a' Phlana Ghàidhlig aca san fharsaingeachd, gu h-àraidh a thaobh maoineachaidh agus cùl-taice. Tha dàil mu choinneamh grunn gheallaidhean cudromach, leithid luchd- obrach, na làrach-lìn agus conaltradh. Bidh Alba Chruthachail ag obair còmhla ri iomadh neach is buidheann Ghàidhlig gu gnìomhach air chor 's gum bi suidheachadh nan ealan Ghàidhlig fallainn san àm ri teachd.

Aithne

Tha aon suaicheantas aig Alba Chruthachail le co-ionannachd spèis dhan Ghàidhlig agus e air a chleachdadh gu h- àbhaisteach taobh a-staigh agus a-muigh na buidhne.

Air làrach-lìn Eden Court, 's e seann suaicheantas Alba Chruthachail a thathas a' cleachdadh fhathast agus bhiodh e math nan iarradh Alba Chruthachail orra sin atharrachadh. Ann an corra suidheachadh, cuideachd, cha bhi Alba Chruthachail a' cleachdadh an t-suaicheantais dhà-chànanaich aig Foillseachadh Alba.

Tha soidhneadh an oifisean an ùghdarrais dà-chànanach agus seo na eisimpleir dhe deagh chleachdadh.

Maoineachadh

Tha Alba Chruthachail a' cumail taic-airgid ri gu leòr de phròiseactan agus buidhnean Gàidhlig thar na h-Alba agus tha seo airidh air moladh. Sa bhliadhna 2014/15, chaidh £1.4m a cho-roinn am measg phròiseactan agus bhuidheann Gàidhlig fo sgèith Maoin Phròiseactan Fosgailte - mu 8% dhe suim iomlan na maoin. Tha maoineachadh cuideachd air a roinn am measg bhuidhnean eile, leithid Fèisean nan Gàidheal, airson a riarachadh a-mach.

Bidh Alba Chruthachail a' gabhail ri tagraidhean sa Ghàidhlig, ged nach eil na foirmichean fhèin ri fhaotainn sa Ghàidhlig (faic gu h-ìseal).

Bu chòir gum bi Alba Chruthachail ag iarraidh air buidhnean maoinichte, leithid Urras Leabhraichean na h-Alba agus Eden Court, Gàidhlig

a thoirt a-steach dha na suaicheantasan aca le spèis cho-ionnan.

Foillseachaidhean

Bidh Alba Chruthachail a’ foillseachadh cuid mhath de na prìomh sgrìobhainnean corporra san dà chànain, a’ gabhail a-steach Ro-innleachd 10 bliadhna, Ro-ionnlachd air Sgrìon agus aithisgean bliadhna. Tha seo airidh air moladh. Bha eadar-dhealachadh eadar ìre càileachd dealbhan an tionndaidh Bheurla¹ is Ghàidhlig² de ‘Air Sgrìon’, agus an tionndadh Gàidhlig nas miosa a thaobh càileachd. Cha do thachair seo leis na h-aithisgean eile.

Bu chòir gun tèid iomradh nas motha a dhèanamh air cànanan na h-Alba, a’ gabhail a-steach na Gàidhlig, ann an ro-innleachdan Alba Chruthachail, leithid *Time to Shine*, an ro-innleachd ealain 0-25 bliadhna. .

¹ http://www.creativescotland.com/__data/assets/pdf_file/0007/28915/Creative-Scotland-On-Screen-Film-Strategy-2014-17.pdf ² http://www.creativescotland.com/__data/assets/pdf_file/0011/29783/Alba-Chruthachail-Air-Sgrion-Ro-innleachd-Film-2014-17.pdf

Bidh Alba Chruthachadh cuideachd a’ toirt a-mach deagh stuth sanasachd agus fiosrachaidh, a’ gabhail a-steach CDan agus pasgan mu chànanan na h-Alba.

Bu chòir gum bi foirmichean tabhartais air an eadar-theangachadh dhan Ghàidhlig mar phrìomhachas, leis an uiread de dhaoine is buidhnean Gàidhlig a bhios a’ cleachdadh nan goireasan gu cunbhalach.

Tha dàil 2 bhliadhna air a bhith ann leis an tionndadh Ghàidhlig dhe làrach-lìn na buidhne bhon a chaidh e beò sa Ghiblean 2014, ach tha an Aithisg Dearnachaidh ag ràdh gun tèid seo a dhèanamh san àm ri teachd. Bhiodh e na b’ fheàrr nan nochdadh co-dhiù an abairt ‘*Unlocking Potential, Embracing Ambition*’ gu dà-chànanaich aig bàrr na duilleige san aithghearrachd.

Luchd-obrach

Tha Alba Chruthachail a’ cur roimhe a bhith ag àrdachadh comas an luchd-obrach sa Ghàidhlig tro thrèanadh seach fastadh. Tha seo a’

fàgail nach bi Alba Chruthachail an dùil Oifigear Conaltraidh Ghàidhlig, le bhith a' cur ghoireasan ri ionnsachadh cànan, a' gabhail a-steach na Roinn Chonaltraidh. Dh'fhaodadh Alba Chruthachail a bhith a' lìonadh na dreuchd seo air stèidh ùrachaidh gu furasta, le bhith a' comharradh Gàidhlig mar sgiol 'bhuannachdail' no 'riatanach' airson na h-obrach.

Conaltradh

Dh'fhaodadh Alba Chruthachail a bhith nas gnìomhaiche a thaobh conaltradh sa Ghàidhlig, a' gabhail a-steach nam meadhanan sòisealta agus brathan-naidheachd. Tha eisimpleirean de bhrathan-naidheachd, mar eisimpleir mu Thasgadh (19.07.16 <http://www.creativescotland.com/what-we-do/latest-news/archive/2016/07/tasgadh-traditional-arts-fund-continues>) a tha sa Bheurla a-mhàin. Ge-tà, bidh brathan-naidheachd a' nochdadh sa Ghàidhlig, leithid Bannan, (<http://www.creativescotland.com/explore/read/stories/film/2015/bannan-home-grown-drama-nurtures-talent?lang=gaelic>).

Bu chòir gum bithear ag innse air an làrach-lìn (<http://www.creativescotland.com/contact-us>) gu soilleir gun gabh Alba Chruthachail ri conaltradh sa Ghàidhlig (td38 sa Phlana Ghàidhlig).

Am b' urrainn dhuinn fiosrachadh nas mionaidiche fhaighinn san ath aithisg air na leanas:

- Cò mheud neach-obrach a tha an sàs ann an ionnsachadh cànan agus dè an ìre aig a bheil iad? Ciamar a bhios ionnsachadh cànan air a thabhainn don luchd-obrach? Am faod luchd-obrach ionnsachadh taobh a-staigh uairean-obrach? A bheil plana-gnìomh ann mar a chuireas an luchd-obrach trèanaichte seo na sgilean ùra aca gu feum ann an obair Alba Chruthachail?
- Cò mheud dreuchd a tha air a chomharradh le Gàidhlig mar sgiol 'bhuannachdail' no 'riatanach' san tuairsgeul (td48 sa Phlana Ghàidhlig)?
- Dè cho cunbhalach 's a bhios seiseanan 'Mothachadh Gàidhlig' air an cumail?
- Dè na dòighean sam bi spèis cho-ionnan ga toirt dhan Ghàidhlig ann an taisbeanaidhean? Am faod am Bòrd fianais fhaighinn de eisimpleirean?
- Am bi Alba Chruthachail 'a' cumail sùil air agus aithris a dhèanamh air mar a tha na buidhnean, co-obraichean agus còmhlain eile leis a

bheil[ear] ag obair no a tha[thas] a' maoineachadh a' gabhail ris na prionnsapalan a tha sa Phlana Ghàidhlig [agaibh]', mar a tha ainmichte sa Phlana Ghàidhlig (td52)? Am faod am Bòrd aithisg fhaighinn mu choinneamh seo? Tha sinn a' dèanamh fiughair ri fios adhartais fhaighinn mu na cuspairean seo anns an ath aithisg agaibh a bu chòir a bhith a-staigh againn ron 22 den Ògmhios, 2017, agus ri bhith ag obair còmhla ris an ùghdarras ann an ùrachadh an ath Phlana Cànan Ghàidhlig aca.

Creative Scotland is delivering on its Gaelic Language Plan commitments in general, particularly in terms of funding and promotion. Some important commitments have been delayed in particular areas, including staffing, website and communications. Creative Scotland actively regularly works with numerous individuals and groups who use Gaelic in order to create a healthy future for Gaelic arts.

Identity

Creative Scotland has one logo which demonstrates equal respect to Gaelic and this is used as default within and without the organisation.

On Eden Court's website, it is the old logo being used and Creative Scotland should notify the group to update this. In some instances, Creative Scotland does not use the bilingual logo of Publishing Scotland.

All signage in the organisation's offices are bilingual and this is an example of good practice.

Funding

Creative Scotland funds numerous Gaelic projects and groups across Scotland and this is laudable. In the year 2014/15, £1.4m was awarded to Gaelic projects and groups under the Open Projects Fund – about 8% of the Fund's total. Funding is also awarded to other organisations, such as Fèisean nan Gàidheal, to be distributed.

Creative Scotland accepts funding applications in Gaelic, although the forms themselves are not in Gaelic (see below).

Creative Scotland should ask funded organisations, such as the Scottish Book Trust and Eden Court, to include Gaelic within their logos based on the principle of equal respect.

Publications

Creative Scotland publishes many of their major corporate documents in English and Gaelic, including the 10 Year Strategy, On Screen Film Strategy and annual reports. This is commendable. There was a difference in the level of picture quality between the English and Gaelic versions of 'On Screen', with the Gaelic version being more pixilated. This did not occur in other documents.

Scotland's languages, including Gaelic, should be specifically mentioned in Creative Scotland strategies, such as *Time to Shine*, the 0-25 year youth strategy.

Creative Scotland creates and distributes valuable marketing and informational materials, including CDs and a booklet on the languages of Scotland.

Application forms should be translated as a matter of urgency, considering the number of Gaelic-speaking individuals and groups who use these resources regularly.

There has been a delay of 2 years regarding the Gaelic version of the organisation's website since it went live in April 2014. The Monitoring Report states that this work will be carried out in the future. The phrase 'Unlocking Potential, Embracing Ambition' at the top of the webpage should appear bilingually as soon as can be arranged.

Staff

Creative Scotland has resolved to improve staff's Gaelic language skills through training instead of recruitment. This means that Creative Scotland does not plan to employ a Gaelic Communications Officer, by relocating resources to staff language learning, including the Communications Department. Creative Scotland could still fill this position fairly simply on a replacement basis by including Gaelic as a 'desirable' or 'required' skill for the post.

Communications

Creative Scotland could be more active with communication in Gaelic, including social media and press releases. There are examples of

press releases, for example 'Tasgadh' (19.09.16 <http://www.creativescotland.com/what-we-do/latest-news/archive/2016/07/tasgadh-traditional-arts-fund-continues>) which is only in English. There have been Gaelic press releases however, for example 'Bannan' (<http://www.creativescotland.com/explore/read/stories/film/2015/bannan-home-grown-drama-nurtures-talent?lang=gaelic>).

It should state clearly on the website (<http://www.creativescotland.com/contact-us>) that Creative Scotland welcomes enquiries in Gaelic (p38 in the Plan).

Could we receive further information in the next report on the following please:

- How many members of staff are currently learning Gaelic and at what stage are they? How is language learning promoted to staff? May staff learn Gaelic within working hours? Is there an action plan concerning how trained staff members will apply their new skills to their work?
- How many posts have been designated Gaelic 'desirable' or 'required' in job descriptions (p48 in the Gaelic Language Plan)?
- How regularly/often are 'Gaelic Awareness' sessions held?
- How is equal respect given to Gaelic in presentations? May the Bòrd receive examples of this?
- Does Creative Scotland 'monitoring and reporting on the take up of the principles of our Gaelic Language Plan among the organisations, associates and third parties that we invest in and work with', as is referenced in the Gaelic Language Plan (p52)? May the Bòrd receive a report on this? We look forward to seeing information in your next report regarding progress in these areas which should be submitted to Bòrd na Gàidhlig by 22 June, 2017, and to working with the organisation in the renewal of the next iteration of their Gaelic Language Plan.