

Plana Gàidhlig & Cultair



Gaelic Language & Culture Plan

Ro-Ràdh ^{2005 - 2009}

Plana Gàidhlig & Cultair

Tha mi air leth toilichte gu bheil Comhairle na Gàidhleadh air bhith air a' chiad fheadhainn an Alba a dheasaich Plana Gàidhlig is Cultair. Tha sinn an dòchas gum bi e na shamhla is na bhrosnachadh do dh'ùghdarrasan poblach eile leanas e agus gum bi e na shoilleireachadh is na bhrosnachadh dhuibhse. Tha a' Ghàidhlig beartach an cànan is na cultar a tha mealtainn fìor ath-bheothachadh sa Ghàidhealtachd. Tha a' Chomhairle air thùs is air thoiseach san ùrachadh a tha seo, gu sònraichte tro ar taic do dh'Fhoghlam tro Mheadhan na Gàidhlig a thòisich an 1985.



Dh'ullaicheadh ar Plana an spiorad Achd na Gàidhlig (Alba) agus tha e a' comharrachadh cho cudromach is a tha sinn a' meas cànan is cultar na Gàidhealtachd a chur air adhart. Tha e cur an cèill mar tha dùil againn àireamh luchd labhairt na Gàidhlig a chur am meud sa Ghàidhealtachd, mar a bheir sinn taic adhartachadh dhaibh agus mar a bheir sinn cliù do bheirteas na Gàidhlig is an stòras a tha i cur ri dualchas agus cultar ar dùthcha.

Tha Gàidhealtachd 2007 - a' bhliadhna tha Alba comharrachadh cultar na Gàidhealtachd – a' toirt brod a' chothrom dhuinn foillseachadh a dhèanamh air Gàidhlig, ar cànan is a cultar.

A' co-obrachadh an compàirt le prìomh bhuidhnean eile, ni sinn ar dìcheall dèanamh cinnteach gum bi àite brìghmhor aig a' Ghàidhlig is an cultar na cois ann an soirbheas is fùghantachd a bhuanachd dhan Ghàidhealtachd san àm air thoiseach oirnn.

Foreword ^{2005 - 2009}

Gaelic Language & Culture Plan

I am delighted that the Highland Council is one of the first in Scotland to produce a Gaelic Language Plan. We hope it will prove a model and an inspiration for other public authorities to follow and that you find it both enlightening and stimulating. Gaelic has a rich language and culture and is undergoing a major renaissance in the Highlands. The Council is at the forefront of this revival, not least through our support for Gaelic Medium Education, first introduced in 1985.

Our Plan has been prepared in the spirit of the Gaelic Language (Scotland) Act and recognises the importance we attach to promoting the language and culture in the Highlands. It sets out how we propose to increase the number of Gaelic speakers in the Highlands; support and promote Gaelic speakers; celebrate the richness of the Gaelic language and its contribution to the heritage and culture of our nation.

Highland 2007 – the year that Scotland celebrates Highland culture – provides us with a splendid opportunity to showcase our Gaelic language and culture.

Working in partnership with other key organisations, we will strive to ensure Gaelic, and its associated culture, plays a significant role in securing a prosperous and dynamic future for Highland.



Neach-Gairm Comhairle na Gàidhealtachd
Convener of The Highland Council

Alan Magee

Clàr-innse

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Tha a' Chomhairle dealasach a thaobh cothroman co-ionnan a chur air adhart agus cur às do leiteachas mhì-laghail mar fhastaiche agus a thaobh cothrom air a seirbheisean. Nì a' Chomhairle dìcheall cur às do chnapan-starra tha coinneachadh ri daoine nar coimhearsnachdan air sgàth an gnè, cinneadh, ciorram, aois, gnèitheachd no creideamh.

The Council is committed to promoting equal opportunities and eliminating unlawful discrimination both as an employer and in access to the services it provides, and will work towards removing barriers faced by those in our communities on account of their gender, race, disability, age, sexual orientation, religion or belief.

Gus am fiosrachadh seo iarraidh an cruth eile, m.e., **clò mòr**, Braille, diosg coimpiutair, teip èisteachd no cànan fhreagarrach, cuiribh fios, gu:

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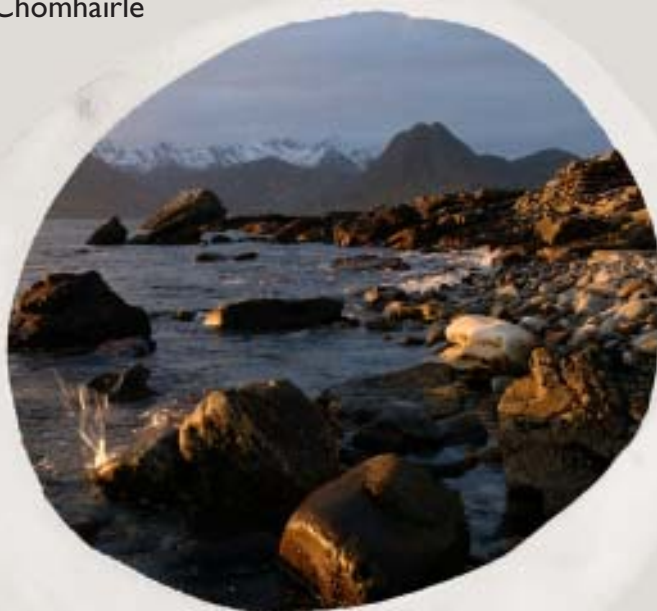
Prìomh Amasan Key Objectives



PRÌOMH AMASAN PLANA GÀIDHLIG IS CULTAIR

A bharrachd air dèanamh cinnteach gu bheil Comhairle na Gàidhealtachd air thùs is air thoiseach an leasachadh Gàidhlig gu nàiseanta bidh ceithir prìomh amasan aig Plana na Comhairle airson Gàidhlig is Cultair. Is iad:

- 1) Àireamh luchd-labhairt na Gàidhlig sa Ghàidhealtachd a mheudachadh.
- 2) Taic is brosnachadh a thoirt dhan Ghàidhlig mar chànain coimhearsnachd sa Ghàidhealtachd.
- 3) Cliù a thoirt do bheirteas na Gàidhlig agus an stòras a tha i cur ri Dualchas is Cultar na Gàidhealtachd, Alba is gu h-eadar-nàiseanta.
- 4) Dèanamh cinnteach gu bheil dòigh cho-òrdanaichte is cho-obrachail air a' Ghàidhlig is a Cultar a ghleidheadh is a leasachadh sa Chomhairle air feadh na Gàidhealtachd is tro chom-pàirteachas le buidhnean eile.



KEY OBJECTIVES OF THE GAELIC LANGUAGE & CULTURE PLAN

In addition to ensuring that Highland is a lead authority in relation to Gaelic developments nationally the Council's Gaelic Language and Culture Plan will have four key objectives. These are:

- 1) To increase the number of Gaelic speakers in the Highlands.
- 2) To support and promote Gaelic as a community language in the Highlands.
- 3) To celebrate the richness of the Gaelic Language and its contribution to the Heritage and Culture of the Highlands, of Scotland and internationally.
- 4) To ensure there is a co-ordinated and collaborative approach to sustaining and developing the Gaelic Language and Culture within the Council, across the Highlands and through partnership working with other agencies.

Prìomh Amasan 1

Àireamh luchd-labhairt na
Gàidhlig sa Ghàidhealtachd a mheudachadh

Key Objective 1

To increase the number of Gaelic speakers in the Highlands



PRÌOMH AMASAN 1:

Àireamh luchd-labhairt na Gàidhlig sa Ghàidhealtachd a mheadachadh

A dh'ionnsaigh an amais gu h-àrd, bidh a' Chomhairle:

- **a' brosnachadh is a' cuideachadh phàrantan gus an clann a thogail a' bruidhinn na Gàidhlig**
Cuidichidh a' Chomhairle pàrantan airson an clann a thogail le Gàidhlig le bhith toirt, agus a' brosnachadh chàich gu bhith toirt, comhairle, fiosrachadh air cùisean cànan agus taic sheaghach leithid chlasaichean Gàidhlig agus seirbheisean iasad ghoireasan.

- **a' toirt Foghlaim tro Mheadhan na Gàidhlig sa h-uile roinn a-rèir iarrtais**

Bheir a' Chomhairle freagairt chinnteach do dh'iarrtas airson foghlam ro-sgoil is bunsgoile tro Mheadhan na Gàidhlig, an crochadh air àireamh fhreagarrach de sgoilearan (mu cheithir sa bhliadhna is fianais air àireamh bhuan) agus cothrom air àite is luchd-dreuchd a bhruidhneas Gàidhlig. Feuchaidh i ri nas urrainn de chuspairean a theagasg tro Mheadhan na Gàidhlig an àrd-sgoiltean, a' cleachdadh liubhairt air-loidhne na thaic do theagasg pearsanta, ag amas air clas cànan agus co-dhiù trì cuspairean san teirm mheadhanach sa h-uile àrdsgoil a tha gabhail cloinne bho fhoghlam tro Mheadhan na Gàidhlig sa bhunsgoil.

- **a' solar teagasg dara cànan do Luchd-ionnsachaidh am bunsgoiltean is an àrdsgoiltean**

Nithear seo sna bunsgoiltean tron chruth Ghàidhlig aig prògram nan Nua-chànan sa bhunsgoil, ris an canar GLPS, no tron phrògram "Tha Gàidhlig mun cuairt oirn" a tha cleachdadh pasgain le bhidio gus tòiseachadh a thoirt do sgoilearan P7 sa Ghàidhlig.

Sna h-àrd-sgoiltean, leanar le clasaichean Luchd-ionnsachaidh Gàidhlig san 12 sgoil sam bheil iad an ceartuair. An sgìrean sam bheil dualchas na Gàidhlig làidir, bidh Gàidhlig na pàirt dhen phrìomh chuiricealam an S1 is S2. An àrdsgoiltean far nach eil clasaichean Luchd-ionnsachaidh Gàidhlig an ceartuair, tairgear cothrom dhan chloinn as sine tòiseachadh air Gàidhlig tro ionnsachadh aig astar.

- **a' solar teagasg Gàidhlig do Luchd-ionnsachaidh Inbheach an Gàidhlig**

Solaraidh an t-Seirbheis Oideachaidh is Cur-Seachad Coimhearsnachd clasaichean Gàidhlig do Luchd-ionnsachaidh inbheach an Gàidhlig. A' cur ri seo bidh cùrsaichean leudachaidh mar a tha iomchaidh le taic trèanaidh bho neach-teagaisg agus seirbheis iasad ghoireasan.

An co-bhonn ris na buidhnean eile tha an sàs, bidh a' Chomhairle ag obrachadh a dh'ionnsaigh seirbheis cho-òrdanaichte do dh'inbhich ag ionnsachadh na Gàidhlig.



KEY OBJECTIVE 1:

To increase the number of Gaelic speakers in the Highlands

In pursuit of the above objective, the Council will:

- **encourage and assist parents to raise their children as Gaelic speakers**
The Council will assist parents who wish to bring up their children as Gaelic speakers by providing, and encouraging others to provide, advice, information on language issues and practical support such as Gaelic classes and resource lending services.
- **provide Gaelic Medium Education in all sectors in response to demand**
The Council will respond positively to demand for Gaelic Medium pre-school and primary education, subject to viable pupil numbers (approximately four per year, with evidence of a sustainable roll) and to availability of accommodation and of Gaelic speaking staff. It will endeavour to provide as much Gaelic Medium subject teaching as possible in secondary schools, utilising online delivery to supplement face-to-face teaching, with a medium term target of a language class and at least three subjects in each secondary school receiving children from Gaelic Medium primary education.
- **provide second language teaching for Learners in primary and secondary schools**
In primary schools this will be done through either the Gaelic version of Modern Languages in the Primary School programme, known as GLPS, and through the “Gaelic is all around” programme, which uses a video-based package to provide P7 pupils with an introduction to Gaelic.

In the secondary sector, Gaelic Learners’ classes will continue to be provided in the 12 schools in which this is currently the case. In areas with a strong Gaelic tradition, Gaelic will be part of the core curriculum in S1 and S2. In secondary schools which do not have Gaelic Learners classes at present, senior pupils will be offered the opportunity to start Gaelic through distance learning.
- **provide Gaelic tuition for Adult Learners of Gaelic**
The Community Learning and Leisure Service will provide Gaelic classes for adult Learners of Gaelic, supplemented by extension courses as appropriate and supported by tutor training and a resource lending service.

The Council will seek, with the other agencies involved, to work towards a co-ordinated service for adult learners of Gaelic.





Prìomh Amasan 2

Gàidhlig a chuideachadh is
àrdachadh mar chànanain coimhearsnachd

Key Objective 2

To support and promote Gaelic as community language





PRÌOMH AMASAN 2:

Gàidhlig a
chuideachadh is
àrdachadh mar
chànain
coimhearsnachd

A dh'ionnsaigh an amais gu h-àrd, bidh a' Chomhairle:

- **a' cruthachadh cothroman do luchd-labhairt Gàidhlig aig gach aois, agus gu h-àraidh luchd-ionnsachaidh na Gàidhlig, a' chànain a chleachdadh an suidheachaidhean sòisealta is chur-seachadan.**

Còmhla ri buidhnean eile, bidh a' Chomhairle a' sireadh suidheachadh taiceil a sholar do dh'fhoghlam Gàidhlig is tro Mheadhan na Gàidhlig tro phrògram obrach, a' tarrainn a-steach a Sgoiltean, Oideachadh is Cur-seachad Coimhearsnachd agus a Seirbheisean Tùs Òige. Gabhaidh seo a-steach taic is comhairle do phàrantan, cùram chloinne is taic teaghlaich, agus cur-seachadan taobh a-muigh na sgoile do sgoilearan (a' cunntas clubaichean Sgoile, Sradagan agus tachartasan còmhnaidheach.)

Bidh a' Chomhairle a' sireadh cothroman a sholar, no a' brosnachadh bhuidhnean eile chun nan cothroman sin, do dh'inbich ag ionnsachadh Gàidhlig a bhith cleachdadh na Gàidhlig an suidheachaidhean sòisealta is cur-seachad agus an suidheachaidhean ionnsachaidh a-mach o chlasaichean oidhche gnàthach.

Brosnaichidh a' Chomhairle fileantaich dhùthchasach gus taic a thoirt do luchd-labhairt neo-dhùthchasach a tha nan luchd-ionnsachaidh, nan cloinn, nam pàrantan no nan inbich le ùidh. Bheir i cothrom air taic is trèanadh dhaibhsan a theid an sàs len saor-thoil an obraichean coimhearsnachd an dàimh ris a' Ghàidhlig.

Bheir a' Chomhairle cothroman do dhaoine Gàidhlig a chleachdadh gu sòisealta agus san ionad obrach, tro chothroman cur-seachad, iomairtean ionnsachaidh agus cleachdadh Goireasan Teicneòlais Fiosrachaidh is Co-labhairtean Bhidio. Cuirear air adhart pròiseact dearbhaidh a' brosnachadh luchd-obrach gus Gàidhlig a chleachdadh san ionad obrach ann an sgìre/seirbheis fhreagarrach.

- **a' toirt cothroman do dhaoine Gàidhlig fhaicinn air soidhnicean poblach**
Tha a' Chomhairle ag aithneachadh gum faicear soidhnicean mìneachaidh is dà-chànanach mar chomharra air dealas dhan Gàidhlig. Far a bheil sin iomchaidh cumaidh a' Chomhairle air soidhnicean dà-chànanach a chur suas agus a chur an àite soidhne sam bith aig làrach Comhairle nuair a tha obair gleidhidh is leasachaidh a' dol air adhart.



KEY OBJECTIVE 2:

To support and promote Gaelic as a community language

In pursuit of the above objective, the Council will:

- **create opportunities for Gaelic speakers of all ages, and especially learners of Gaelic, to use the language in social and recreational contexts.**

The Council will seek, with other agencies, to provide a supportive context for Gaelic and Gaelic Medium Education through a programme of activities, involving its Schools, Community Learning and Leisure (CLL) and Early Years Services. This will entail support and advice for parents, childcare and family support, and extra-curricular activities for pupils (including after school clubs, Sradagan and residential events).

The Council will seek to make provision, or will encourage other agencies to provide, opportunities for adult learners of Gaelic to use Gaelic in social and recreational contexts and in learning situations other than conventional evening classes.

The Council will engage with native speakers and encourage them to become involved in supporting non-native speakers who are learners, children, parents or interested adults. It will make support and training available to those volunteering to become involved in community activities related to Gaelic.

The Council will provide opportunities for people to use Gaelic socially and in the workplace, through leisure opportunities, learning initiatives and using Information Technology and Video Conferencing Facilities. A pilot project encouraging staff to use Gaelic in the workplace will run in an appropriate area/service.

- **provide opportunities for people to see Gaelic on public signage**
The Council recognises that the provision of interpretation and bilingual signs is a visible way of demonstrating its commitment to the Gaelic Language. Where appropriate the Council will continue to provide bilingual signs and to replace any sign at a Council site with a bilingual version during normal maintenance and improvement procedures.

Bidh soidhnichean eile a tha an urra ris a' Chomhairle, leithid soidhnichean rathaidean sgìreil, goireasan coimhearsnachd agus fiosrachadh poblach, dà-chànanach, far a bheil sin iomchaidh.

Brosnaichidh a' Chomhairle luchd-leasachaidh, mar a tha iomchaidh, gus ainmean dà-chànanach a thoirt air sràidean an Leasachaidhean Taigheadais ùra. Nochdaidh seo eachdraidh is cultar na sgìre.

Cumaidh a' Chomhairle air thoiseach ag obair le coimhearsnachdan, buidhnean is lionra nam prìomh-rathaidean a' cuideachadh, a' leasachadh is a' toirt comhairle a thaobh a' phrògram leantainneach shoidhnichean dhà-chànanach agus/no an Gàidhlig a-mhàin.

- a' dèanamh ceangail le Pàirce Nàiseanta a' Mhonaidh Ruaidh gus àite deatamach na Gàidhlig an coimhearsnachdan na Pàirce Nàiseanta a leasachadh, àrdachadh is aithneachadh;
- a' freagairt, cho fad 's a cheadaicheas goireas, do bhuill a' phobail a dh'iarraas an gnothach ris a' Chomhairle dhèanamh tro mheadhan na Gàidhlig. Tha seo a' gabhail a-steach freagairtean sgrìobhte do litrichean a gheibhear sa Ghàidhlig.
- a' foillseachadh taghaidh de phrìomh aithisgean is phaipearan san dà chànan.
- far a bheil sin iomchaidh, a' dèanamh ceangail le, a' cuideachadh is a' brosnachadh choimhearsnachdan gu dhol an sàs an cur air adhart is an leasachadh cànan agus pròiseactan cultarail sgìreil is iomairtean a thogas ìomhaigh na Gàidhlig is a dhaingnicheas a h-àite nan coimhearsnachd.
- a' dèanamh cinnteach gum bi sealladh Gàidhlig follaiseach an Oideachaidh Coimhearsnachd is Planaichean Leasachaidh.
- ag àrdachadh is a' brosnachadh gnìomhachasan ag obair sa Ghàidhealtachd gus feum freagarrach is brìghmhor a dhèanamh dhen Ghàidhlig.
- a' brosnachadh nan stèisean craolaidh coimhearsnachd gu prògraman Gàidhlig a leasachadh is a roinn agus ùghdarrasan craolaidh a choiteachadh gus dèanamh cinnteach gum bi fo-thiotalan air prògraman telebhisein is gun sgaoillear iad aig uairean nas iomchaidhe.
- a' cur air adhart cleachdadh ICT is gu h-àraidh Am Bann Leathann gus taic a thoirt do leasachadh na cànaire, cothroman ionnsachaidh is tuigsinn a' chultair.
- a' dèanamh cinnteach gun gleidhear is gun leasaichear cosnadh sa Ghàidhealtachd co-cheangailte ri Gàidhlig, a' gabhail a-steach sna meadhanan, foghlam, gnìomhachas chur-seachad is gnìomhachasan eile.



Other signs for which the Council is responsible such as local road signs, community facilities, and public information signs will, where appropriate, be bilingual.

The Council where appropriate, will encourage developers to use bilingual street names for new Housing Developments, which reflect the history and culture of the area.

The Council will continue to take the lead in working with communities, agencies, organisations and the trunk road network to support, develop and give advice on the rolling programme of bilingual and/or Gaelic only signs.

- liaise with the Cairngorms National Park Authority to develop, promote and recognise the essential role of Gaelic within the National Park communities;
- as far as resources permit, respond to members of the public who wish to conduct their business with the Council through the medium of Gaelic. This includes written responses to correspondence received in Gaelic.
- publish a selection of key reports and documents bilingually.
- where appropriate liaise with, assist and encourage, communities to become active in pursuing or developing language and culturally based local projects and initiatives to raise the profile of Gaelic and reaffirm its place in their community.
- ensure a Gaelic perspective features in Community Learning and Development Plans.
- promote and encourage businesses operating within the Highlands to make appropriate and meaningful use of Gaelic.
- encourage the community broadcasting stations to develop and share Gaelic programming and lobby broadcasting authorities to ensure Gaelic television programmes are subtitled and broadcast at more socially acceptable times.
- promote the use of ICT and in particular Broadband to support the development of the language, learning opportunities and an understanding of the culture.
- ensure that Gaelic related employment is sustained and developed in the Highlands, including in the media, education, the entertainment industry and other businesses.





Prìomh Amasan 3

Beàrteas na Gàidhlig agus an stòras a tha í cur
rí Dualchas is Cultar na Gàidhealtachd a chomharrachadh

Key Objective 3

Celebrate the richness of the Gaelic Language and its
contribution to the Heritage and Culture of the Highlands



PRÌOMH AMASAN 3:

Beàirteas na Gàidhlig agus an stòras a tha í cur ri Dualchas is Cultar na Gàidhealtachd a chomharrachadh



A dh'ionnsaigh an amais gu h-àrd, bidh a' Chomhairle:

- a' brosnachadh leughaidh, sgrìobhaidh, seinn is gach seòrsa ealain thaisbeanach co-cheangailte ri Gàidhlig tro a Seirbheis Foghlaim, Cultair is Spòrs.
- a' cuideachadh thachartasan is bhuidhnean a tha toirt cliù do chànan is cultar na sgìre, a' gabhail a-steach thachartasan dualchais is chur-seachadan a' comharrachadh cuspairean eachdraidheil na Gàidhealtachd.
- a' compàirteachadh an taic do bhuidhnean a tha solar chur-seachadan ealanta co-cheangailte ri Gàidhlig, nam measg Fèisean nan Gàidheal agus na fèisean ionadail, mòdan ionadail agus am Mòd Nàiseanta, dràma coimhearsnachd is mar sin air adhart.
- a' dèanamh cinnteach gum bi Bliadhna Cultar Gàidhealtachd na h-Alba an 2007 stèidhichte air cultar is dualchas na Gàidhlig san sgìre, gun gabh a' Bhliadhna h-uile cothrom Gàidhlig ath-neartachadh agus gum bi sa phrògram àireamh de thachartasan a dh'fhoillsicheas Gàidhlig mar bhunait cultar na Gàidhealtachd.
- a' tòiseachadh phròiseactan ùra compàirteachaidh a dh'àrdaicheas Gàidhlig mar chultar beò sa Ghàidhealtachd.
- a' leantainn air co-òrdanachadh is leasachadh phròiseactan stèidhichte le maoin bho iomadh buidhinn, dhan amas Gàidhlig is a cultar àrdachadh mar a tha an dràsta a-rèir Duais Uilleim Rois, Caidreachas Òrain Màiri Mhòir agus Caidreachas Sgrìobhaidh Iain Mhic a Ghobhainn.
- a' sireadh plana leasachaidh a chruthachadh do dh'ealain is cultar na Gàidhlig sa Ghàidhealtachd a' tòiseachadh le co-labhairt a dheasbad nan ceistean buntainneach.

KEY OBJECTIVE 3:

Celebrate the richness of the Gaelic Language and its contribution to the Heritage and Culture of the Highlands



In pursuit of the above objective, the Council will:

- seek to promote reading, writing, singing and all forms of Gaelic related expressive arts through its Education, Culture and Sport Service.
- support events and agencies which celebrate the language and culture of the area, including heritage events and activities which highlight aspects of Highland history.
- work in partnership to support agencies which provide artistic activities related to Gaelic, including Fèisean nan Gàidheal and the local fèisean, local mods and the National Mod, community drama, etc.
- ensure that the Scottish Year of Highland Culture in 2007 is founded on the Gaelic culture and heritage of the area, that the Year uses every opportunity to reinvigorate Gaelic and that the programme includes a number of events which showcase Gaelic as the basis of Highland culture.
- initiate new collaborative projects which promote Gaelic as a living culture in Highland.
- continue to co-ordinate and develop projects established with multi-agency funding, the aim of which is to promote Gaelic language and culture, along the lines of the existing William Ross Prize and the Mairi Mhòr Song Fellowship and the Iain Crichton Smith Writing Fellowship.
- seek to create a development plan for the Gaelic arts and culture in the Highland area, the starting point for which will be a seminar to discuss all the issues involved.



Prìomh Amasan 4

Leantainn air cleachdadh na Gàidhlig is a Cultar a leasachadh is àrdachadh an Comhairle na Gàidhealtachd is a compàirtichean

Key Objective 4

Continue to develop and enhance the use of the Gaelic Language and Culture within The Highland Council and its partners



PRÌOMH AMASAN 4:

Leantainn air cleachdadh na Gàidhlig is a cultar a leasachadh is àrdachadh an Comhairle na Gàidhealtachd is a chompartichean

A dh'ionnsaigh an amais gu h-àrd, bidh a' Chomhairle:

- a' dèanamh cinnteach à dòigh cho-òrdanaichte is cho-obrachail air a' Ghàidhlig is a Cultar a ghleidheadh sa Chomhairle agus am measg nam buidhnean iomchaidh leis a bheil a' Chomhairle ag obair agus an t-amas sin a leantainn tron Chaidreabhas Maith.
- a' dèanamh cinnteach gu bheil Gàidhlig is a cultar air am filleadh a-steach do dh'obair chompartichean Planadh Coimhearsnachd ionadail far a bheil e iomchaidh.
- a stèidheachadh a buidheann obrach oifigeach fhèin le riochdaire(an) bho gach Seirbheis a' cumail sùil is a' cuideachadh le co-òrdanachadh am Plana chur an gnìomh air feadh na Comhairle.
- a' leasachadh dhòighean piobrachaidh a bhrosnaicheas luchd-obrach dham biodh eòlas bunaiteach air Gàidhlig feumail nan obair làitheil gus a' chàinain ionnsachadh no an sgilean cànaine thoirt air adhart.
- a' brosnachadh chompartichean san raon shaor-thoileach gus gabhail ri poileasaidhean na Comhairle Gàidhlig a chuideachadh agus, far a bheil e iomchaidh, toirt air buidhnean tha faighinn maoin bhon Chomhairle an taic do leasachadh na Gàidhlig a shoilleireachadh san sgrùdadh bhliadhnail air an Cùmhnant Ìre Seirbheis.
- a' dèanamh cinnteach gun coinnichear ri targaidean sònraichte tomhasail a thaobh Gàidhlig sna h-aontan chomparteil eadar an t-ùghdarras ionadail agus na Meadhanan Turasachd.
- a' leantainn air taic a thoirt do dh'Oilthigh na Gàidhealtachd is nan Eilean, Oilthighean Albannach eile is Oilthighean thall thairis, nam measg buidhnean sònraichte leithid Sgoil Eòlais na h-Alba, sa h-uile taobh dhen obair co-cheangailte ri leasachadh Gàidhlig is cultair.
- a' co-obrachadh le Dreuchdan Alba is buidhnean eile gus dèanamh cinnteach gum bi cothrom aig òigridh is inbhich air fiosrachadh mu chothroman obrach a thaobh Gàidhlig.
- a' rannsachadh a bheil suidheachaidhean ann a bu chòir a bhith comharraichte "Gàidhlig Deatamach" no "Gàidhlig Rùnaichte" sa mhion-chomharrachadh phearsanta an sanasan airson dhreuchdan bàna.
- a' co-obrachadh le Bòrd na Gàidhlig (Alba) gus Plana Nàiseanta na Gàidhlig a liubhairt.
- a' leantainn air obair còmhla ri Riaghaltas Mòr-Roinn Alba Nuaidh a' cur MOU agus iomairtean taiceil an gnìomh gus Gàidhlig a chumail suas sa Mhòr-Roinn.



KEY OBJECTIVE 4:

Continue to develop and enhance the use of the Gaelic Language and Culture within The Highland Council and its partners

In pursuit of the above objective, the Council will:

- ensure there is a co-ordinated and collaborative approach to sustaining the Gaelic Language and Culture within the Council and amongst all the relevant bodies with which the Council works and pursue that objective through the Wellbeing Alliance.
- ensure that the Gaelic language and culture is incorporated within the work of local Community Planning partnerships where appropriate.
- set up its own officer working group with a representative(s) from each Service to oversee and help co-ordinate implementation of the Plan across the Council.
- develop incentives to encourage staff for whom a working knowledge of Gaelic would be useful in their day to day work to learn the language or develop their language skills.
- encourage the voluntary sector partners to embrace the Council's policies to support Gaelic and where relevant require organisations in receipt of funding from the Council to clarify their support to Gaelic development in the annual review of their Service Level Agreement.
- ensure that specific measurable Gaelic related targets are met in the partnership agreements between the local authority and the Tourism Hubs.
- continue to support the University of the Highlands and Islands, other Scottish Universities and Universities abroad, including specialist agencies like the School of Scottish Studies, in all aspects of their work associated to Gaelic and cultural development.
- work in collaboration with Careers Scotland and other agencies to ensure that young people and adults have access to information on Gaelic related job opportunities.
- investigate whether there are posts which should be designated "Gaelic Essential" or "Gaelic Desirable" in the person specification at the time of advertising vacancies.
- work in collaboration with Bòrd na Gàidhlig (Alba) to deliver the National Plan for Gaelic.
- continue work with the Nova Scotia Provincial Government implementing the Memorandum of Understanding (MOU) and support initiatives to sustain Gaelic in the Province.





A' cur an gnìomh, a' foillseachadh is a' cumail faire air a' phlana

- Bidh am plana seo a' seasamh fad cheithir bliadhna is bidh a' Chomhairle a' cur ri chèile liosta de phrìomhachasan obrach gach bliadhna.
- Bheirear aithris chunbhalach air adhartas le cur a' Phlana an gnìomh do Chomataidh Thaghte Ghàidhlig na Comhairle agus nì Seirbheis Foghlaim, Cultair is Spòrs aithris air leasachaidhean Gàidhlig na h-aithisg bhliadhnail chun na Comataidh.
- Deasaichear aithisg bhliadhnail sgrùdaidh/faire dhan mhòr-shluagh, do bhuidhnean compàirteachaidh, dha na meadhanan agus do Bhòrd na Gàidhlig (Alba).
- Nì a' Chomhairle cinnteach à mothachadh farsaing air a' Phlana le iomradh a thoirt air na molaidhean is na feartan anns a' Phlana Chorpóra is Planaichean Seirbheis fa-leth.
- Foillsichidh a' Chomhairle am Plana agus bidh e ri fhaighinn aig a' mhòr-shluagh is compàirtichean na luib, buidhnean coimhearsnachd is daoine fa-leth. Gheibhear am Plana cuideachd air Làrach-lìn na Comhairle agus faodaidh daoine leth-bhreacan fhaighinn rin leughadh an Ionadan Seirbheis is Leabhar-lainn air feadh na Gàidhealtachd.
- Bidh gnè a' Phlana air a chumail sùbailte gum faodar iomairtean ùra no thig am follais às ùr fhilleadh a-steach mar phàirt den sgrùdadh bhliadhnail.

Implementing, publicising and monitoring the plan

- This Plan will be in operation for four years and the Council will produce a list of priorities to work on each year.
- Progress on the implementation of the Plan will be reported on a regular basis to the Council's Gaelic Select Committee and the Education Culture and Sport Service will report on Gaelic developments in its annual report to the Committee.
- An annual review/monitoring report will be prepared for the general public, partner organisations, the media and Bòrd na Gàidhlig (Alba).
- The Council will ensure a general awareness of the Plan exists by making reference to the proposals and features in the Corporate Plan and individual Service Plans.
- The Council will publish the Plan and make it available to the general public and interested partners, community organisations and individuals. It will also be available on the Council's Website and copies will be made available for people to read in Service Points and Libraries throughout the Highlands.
- The Plan will be maintained as flexible in nature so that any new or emerging initiatives can be incorporated as part of the annual review process.



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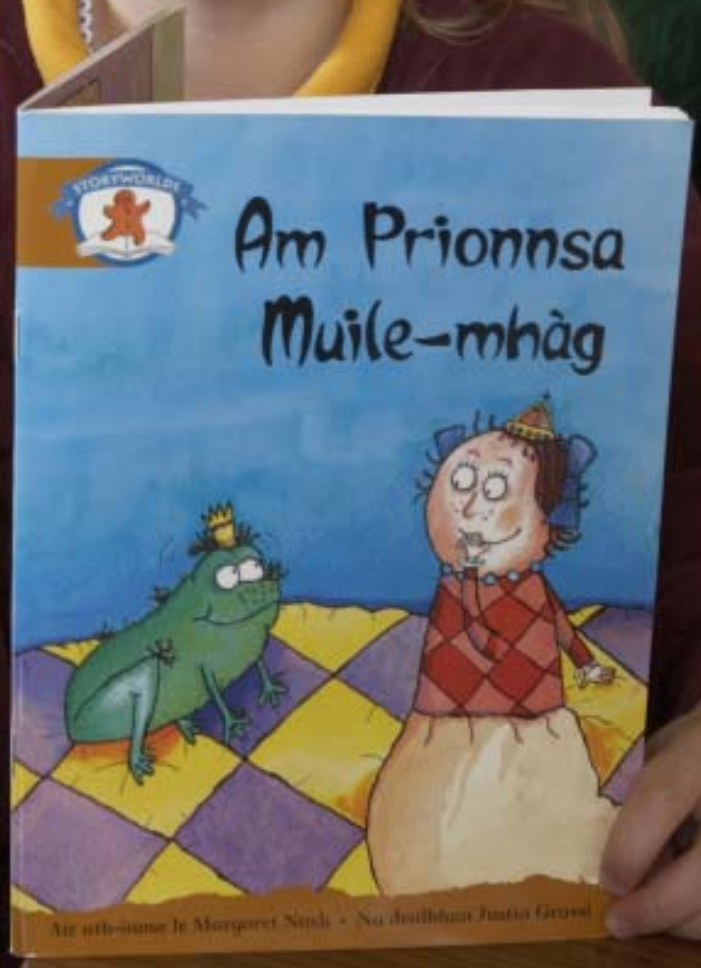
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Pàipear-Taice 1

Plana Gàidhlig nam Bliadhnaichean Tràth

Appendix 1

Gaelic Early Years Plan



PÀIPEAR-TAICE 1:

Plana Gàidhlig nam Bliadhnaichean Tràth

Adhbhar

Tha Plana Gàidhlig nam Bliadhnaichean Tràth a' tighinn fo sgiath na Ro-innleachd Ghàidhlig airson Foghlaim agus na Bliadhnaichean Tràth ris an do dh'aontaich Comhairle na Gàidhealtachd san t-Samhain 2002. Tha na h-earrannan a leanas den Ro-innleachd a' buntainn gu h-àraidh ris a' Phlana airson nam Bliadhnaichean Tràth.

Foghlam ro aois sgoile agus cùram chloinne

Tha a' Chomhairle a' cur roimpe a bhith air thoiseach ann a bhith a' cur foghlam ro-sgoile agus cùram-chloinne Ghàidhlig air adhart.

Cuiridh i air bhonn foghlam ro-sgoile Ghàidhlig, tro sgoiltean-àraich agus cròileagain fhastaichte, ann an sgìrean far a bheil clasaichean bunsgoile tro Mheadhan na Gàidhlig mu thràth no far a bheil dùil ri clas a dh'aithghearr.

Bheir i taic dhan Ghàidhlig cuideachd, tro a seirbheis cùram chloinne, le obair le cloinn agus teaghlaichean san dachaigh.

Bidh taic airson cùram chloinne agus foghlam ro-sgoile Ghàidhlig, anns an dachaigh agus a' choimhearsnachd, air a cho-òrdanachadh le Oifigear Leasachaidh Ro-Sgoile Ghàidhlig, ag obrachadh an co-bhoinn ri buidhnean eile.



Prìomhachas ann am Foghlam Gàidhlig

Ged a tha foghlaim Gàidhlig uile cudromach, tha Foghlam tro Mheadhan na Gàidhlig air a mheas mar an dòchas as fheàrr airson na Gàidhlig agus mar sin bidh prìomhachas aige.

Thèid na dòighean a leanas a chur an gnìomh gus a leasachadh, anns an òrdagh prìomhachais seo

- daingneachadh na seirbheis a tha ann mu thràth
- freagairt iarrtasan an àitichean ùra
- brosnachadh Foghlam tron Ghàidhlig ann an àitichean ùra.

Pàrantan

Siridh a' Chomhairle Compàirteachas le pàrantan le sùil ri am brosnachadh agus an cuideachadh gus taic a thoirt anns an dachaigh do obair nan sgoiltean.

APPENDIX 1:

Gaelic Early Years Plan

Rationale

The Gaelic Early Years Plan operates within the context of the Gaelic Education and Early Years Strategy which was adopted by the Highland Council in November 2002. The following sections of the Strategy are especially relevant in relation to the plan for delivery of Early Years services.

Gaelic pre-school and childcare provision

The Council will seek to take the lead in the development of Gaelic pre-school and childcare provision.

It will provide Gaelic pre-school education, through nursery classes or commissioned playgroups, in areas in which Gaelic Medium primary classes exist now or where a decision in principle has been taken to set up such a class.

The Council will continue to develop means, through its childcare services, of supporting Gaelic in the family.

Support for Gaelic pre-school and childcare provision in the home and the community will be co-ordinated by a fulltime Gaelic pre-school development officer, working with other agencies.



Priorities in Gaelic education

While all Gaelic education is important, Gaelic Medium Education is seen as the best hope for the survival of Gaelic and therefore will be the main priority.

The following approaches will be adopted to its development, in the priority order set out below

- a) consolidating existing provision
- b) reacting positively to demand for new provision
- c) promoting Gaelic Medium Education in new areas.

Parents

The Council will seek a partnership with parents with a view to encouraging and enabling them to provide support in the home for the work of the schools.

Plana Gàidhlig nam Bliadhnaichean Tràth

Earrann	Amas	Gnìomh
<p>Plana Gàidhlig nam Bliadhnaichean Tràth, Ro-ràdh</p>	<p>'S e prìomh amas Plana Gàidhlig nam Bliadhnaichean Tràth taic agus brosnachadh a thoirt do phàrantan a tha ag iarraidh an clann a thogail le Gàidhlig.</p> <p>Tha am Plana a' deilgeadh ri cloinn eadar 0-5 bliadhna (agus clann aois sgoile a thaobh cùram-chloinne). Tha amasan fad-sheallach agus gearr-sheallach aige.</p>	<p>Tha am Plana a' deilgeadh ri</p> <ul style="list-style-type: none"> ● rudan a dh'fhaodas na pàrantan iad fhèin a dhèanamh anns an dachaigh no sa choimhearsnachd ● seirbheisean a tha air an toirt seachad leis a' Chomhairle no le buidhnean eile.
<p>Gàidhlig san dachaigh</p>	<p>'S e amas na h-earrainn seo pàrantan a chuideachadh agus a bhrosnachadh gus uimhir 's as urrainn dhaibh a dhèanamh iad fhèin a thaobh a bhith a' togail an cuid chloinne leis a' Ghàidhlig.</p> <p>Bidh seo a' ciallachadh an t-ùghdarras agus buidhnean eile a bhith a' toirt seachad comhairle, stuthan-taic agus cuideachadh airson gun urrainn pàrantan suidheachadh na cànan a neartachadh anns an dachaigh agus anns a' choimhearsnachd.</p>	<ul style="list-style-type: none"> ● Cuiridh Oideachadh agus Leasachadh Coimhearsnachd (OLC) air chois bùthan-obrach air 'Gàidhlig san Dachaigh' ann an sgìrean far a bheil Foghlam tro Mheadhan na Gàidhlig. Bidh seo air a cho-òrdanachadh le QDO (Gàidhlig) na Comhairle. ● Cuiridh a' Chomhairle agus CNAG a-mach pac fiosrachaidh do phàrantan stèidhte air na bùthan-obrach. ● Cuiridh a' Chomhairle a-mach dreachd Gàidhlig de stuthan-taic do phàrantan le clann òga, leithid <i>play@home</i>. ● Ruithidh OLC clasaichean Gàidhlig an-asgaidh do phàrantan le clann ann am foghlam tron Ghàidhlig. ● Cuiridh OLC air chois seirbheis iasad stuth-taic do phàrantan le clann ann am foghlam tron Ghàidhlig. ● Tha CNSA, le taic HIE, a' ruith chùrsaichean Gàidhlig do phàrantan san dachaigh.
<p>Cùram-chloinne</p>	<p>Bidh riochdairean Gàidhlig air a h-uile Compàirteachas Cùram-Chloinne.</p> <p>Siridh a' Chomhairle barrachd sheirbheisean cùram-chloinne Ghàidhlig no dhà-chànanach a bhith ri am faotainn ann an sgìrean sa bheil foghlam tro mheadhan na Gàidhlig.</p> <p>Siridh i barrachd cothrom air seirbheis Ghàidhlig no dhà-chànanach a bhith ann do chloinn aois 0-3 a tha ann an suidheachadh cugallach, ma tha iarrrtas air a leithid.</p>	<ul style="list-style-type: none"> ● Lorgaidh an t-Oifigear Foghlaim Tràth agus Cùram-chloinne riochdairean: m.e. feadhainn a tha a' toirt seirbheis tro mheadhan na Gàidhlig no, far nach eil sin, an t-oifigear fhèin. ● Nithear sgrùdadh air seirbheisean cùram-chloinne Ghàidhlig/dhà-chànanach. ● Nuair a tha na Fòrman Sheirbheisean Chloinne Sgìreil a' breithneachadh air feumalachdan anns na sgìrean aca, bithear a' sùileachadh gum beachdaich luchd-liubhairt sheirbheisean air ciamar a chuidicheas iad teaghaichean a tha ag iarraidh seirbheis sa Ghàidhlig. ● Oidhirpichidh Family First (aig a bheil dà cho-òrdanaiche agus 4 eile le Gàidhlig) seirbheis Ghàidhlig a thoirt seachad. Ann an sgìrean far nach eil Family First, gabhaidh na Compàirteachais Cùram-chloinne seo os làimh.

Gaelic Early Years Plan

Category	Objective	Action
The Gaelic Early Years Plan, Introduction	<p>The overall aim of the Gaelic Early Years Plan is to encourage and assist parents who wish to bring up their children as Gaelic speakers.</p> <p>The Plan relates to children from 0-5 years (and school age children in the context of childcare). It sets out both short term and longer term objectives.</p>	<p>The Early Years Plan identifies</p> <ul style="list-style-type: none"> ● activities which parents themselves can carry out in the home or in the community ● services provided by the authority or other agencies.
Gaelic in the home	<p>The objective in this section is to encourage and assist parents to play an active role in the process of raising their children as Gaelic-speakers.</p> <p>This will entail the authority and other agencies providing advice, resources and appropriate support so that parents can support the development of the language in the home and community.</p>	<ul style="list-style-type: none"> ● The Highland Council Community Learning and Leisure Service (CLL) will organise workshops on Gaelic in the home in areas with Gaelic Medium Education (GME). This will be overseen by the Quality Development Officer, Gaelic (QDOG). ● The Council and CNAG will issue a pack for parents based on the above. ● The Council will issue Gaelic versions of its publications for parents of young children, starting with <i>play@home</i>. ● CLL will provide free Gaelic classes for parents with children in GEM, in response to demand. ● CLL will set up a Gaelic resource lending service for parents in areas with GME. ● CNSA, with HIE funding, developing home-based Gaelic courses for parents.
Childcare	<p>All Childcare Partnerships will have Gaelic representation.</p> <p>The authority will seek to maximise access to Gaelic medium or bilingual childcare provision for all children in areas with Gaelic medium education.</p> <p>It will seek to maximise opportunities for vulnerable 0-3 year olds to have Gaelic medium/ bilingual provision if required.</p>	<ul style="list-style-type: none"> ● The Early Education and Childcare Officer, Gaelic (ECOG) will co-ordinate representation. Where there are Gaelic medium providers they should be invited to attend partnership meetings; otherwise representation will be via ECOG. ● An audit will be conducted of Gaelic medium/ bilingual childcare provision. ● When Area Children's Services Forums are reviewing needs in their areas, providers will be encouraged to consider how they can meet the needs of families who require services in Gaelic. ● Family First (which employs two Gaelic speaking co-ordinators and 4 volunteers) will seek to answer requests for Gaelic speaking services. In areas with no Family First representation, Childcare Partnerships will take responsibility for this.

Plana Gàidhlig nam Bliadhnaichean Tràth

Earrann	Amas	Gnìomh
		<ul style="list-style-type: none"> ● Leanaidh Comann Luchd-Cùram-chloinne Alba (LCLCA) orra a' toirt taic do luchd-cùram-chloinne le Gàidhlig agus cuidichear iad le foillseachadh, an co-bhoinn ri seirbheis fiosrachaidh cùram-chloinne na Comhairle. Feuchaidh iad ri tuilleadh luchd-cùram-chloinne le Gàidhlig fhastadh. ● Siridh LCLCA, an co-bhoinn ris a' Chomhairle, ri taic a thoirt do luchd-cùram-chloinne chlàraichte ann a bhith a' faighinn stuthan-taice Gàidhlig agus trèanadh. ● Siridh LCLCA, an co-bhoinn ris a' Chomhairle, ri barrachd chothroman cùraim a thoirt do chloinn le Gàidhlig. ● Siridh an fheadhainn a tha a' toirt seachad sheirbheisean taic teaghaich tro SureStart Scotland ri seirbheis a thoirt seachad sa Ghàidhlig.
Buidhnean 0-3	Bheirear taic agus brosnachadh do bhuidhnean Gàidhlig 0-3 mar dhòigh air pàrantan a chuideachadh agus air an àireamh chloinne ann an sgoiltean-àraich agus sgoiltean na Comhairle a chumail suas. (Tha seo a' gabhail a-steach am plana 'Total Immersion Plus' aig CNSA.)	<ul style="list-style-type: none"> ● Cuiridh a' Chomhairle air dòigh Aonta Ìre Seirbheis le CNSA airson taic a thoirt do chròileagain chom-pàirtichte agus do phàrantan agus cloinn.
Foghlam Ro-sgoile tro Mheadhan na Gàidhlig	<ul style="list-style-type: none"> ● Cuiridh a' Chomhairle air chois seirbheis foghlaim Ro-Sgoile tro Mheadhan na Gàidhlig airson clann aois 3 agus 4 bliadhna ann an sgìrean le foghlam tro mheadhan na Gàidhlig sa bhunsgoil. ● Cuiridh a' Chomhairle fàilte air, agus bheir i a h-uile taic do, iarrtasan airson foghlam tro mheadhan na Gàidhlig aig ìre ro-sgoile agus bunsgoile, a rèir molaidhean Ro-Innleachd Foghlaim Gàidhlig agus Bliadhnaichean Tràth na Comhairle. 	<ul style="list-style-type: none"> ● Bidh na h-Oifisean Foghlaim Sgìreil an urra ri cur na poileasaidh seo an gnìomh, le taic bhon Oifigear Foghlaim Tràth agus Cùram-chloinne. ● Cuidichidh an t-Oifigear Foghlaim Tràth agus Cùram-chloinne agus an QDO Gàidhlig pàrantan ann a bhith ag ullachadh iarrtasan agus bheir iad comhairle do na h-oifisean sgìreil agus na sgoiltean air a' chùis.
Dèanamh cinnteach gu bheil ìre àrd foghlaim ri fhaotainn ann an cròileagain chom-pàirtichte agus ann an sgoiltean-àraich.	<p>Cuirear structar iomchaidh na àite airson foghlam ro-sgoile tro mheadhan na Gàidhlig a sgrùdadh agus a neartachadh.</p> <p>A thaobh chròileagain a tha ann an compàirteachas leis a' Chomhairle, bidh na modhan taic agus sgrùdaidh a thèid a dhealbhadh airson na Beurla a' freagairt chun na h-aon ìre ann</p>	<ul style="list-style-type: none"> ● Thèid foghlam ro-sgoile tron Ghàidhlig a sgrùdadh tro obair QA na Comhairle agus tro sgrùdaidhean Care Commission agus HMIE. ● Bheir Tidsearan Co-òrdanachaidh Sgoil-àraich aig a bheil Gàidhlig agus, far a bheil sin iomchaidh, buidhnean-taic sgoil-àraich taic do Fhoghlam Ro-Sgoile tro Mheadhan na Gàidhlig. ● Tha sgrùdadh ga dhèanamh air an taic a tha

Gaelic Early Years Plan

Category	Objective	Action
		<ul style="list-style-type: none"> ● The Scottish Childminders Association (SCMA) will continue to support childminders who speak Gaelic and help them promote their services in partnership with Highland Council's childcare information service. They will seek to recruit new Gaelic speaking childminders. ● SCMA, in partnership with the Council, will assist registered childminders to access appropriate resources and training events in Gaelic. ● SCMA in partnership with the Council will seek to extend the range of opportunities for Gaelic speaking children. ● Providers of family support provision funded via SureStart Scotland will seek to provide services in Gaelic.
0-3 groups	The development of 0-3 Gaelic medium groups will be encouraged as a means both of supporting parents and of increasing the number of pupils entering the Council's Gaelic Medium nursery and primary school provision. (This to cover conventional immersion teaching and CNSA's experimental 'Total Immersion Plus'.)	<ul style="list-style-type: none"> ● The Council will agree a Service Level Agreement with CNSA to support partner centre and parent and child development.
Provision of Gaelic Medium pre-school education	<ul style="list-style-type: none"> ● The Council will provide Gaelic Medium pre-school education for 3 and 4 year olds in all areas with primary school GME. ● The Council will react positively to, and will encourage, demand for new provision for nursery and primary education, in line with the Gaelic Education and Early Years Strategy. 	<ul style="list-style-type: none"> ● Area Education Offices are responsible for implementing this policy, with advice and assistance from ECOG. ● ECOG (pre-school) and QDOG (primary) will assist parents to prepare proposals and advise AEOs and schools on establishing provision.
Ensuring the quality of provision in Gaelic Medium partner centres and nursery classes.	<p>There will be an appropriate structure in place to monitor and support the Council's Gaelic pre-school provision.</p> <p>In partner centres the support and monitoring arrangements being developed for English medium centres will apply in equal measure in GME, with appropriate adaptation.</p>	<ul style="list-style-type: none"> ● GM provision will be monitored through the Council's QA procedures and through Care Commission and HMIE Inspections. ● Gaelic speaking Nursery Co-ordinator Teachers and, where appropriate, Gaelic cluster groups will support GM pre-school provision. ● An audit is being conducted of the support

Plana Gàidhlig nam Bliadhnaichean Tràth

Earrann	Amas	Gnìomh
	<p>am foghlam tro mheadhan na Gàidhlig, leis na h-atharraichean iomchaidh.</p> <p>Bidh luchd-obrach ro-sgoile agus sgoil-àraich Ghàidhlig, <i>air a' char as fhaide</i>, air tòiseachadh air an teisteanas nàiseanta iomchaidh a chosnadh ro 2007 agus bidh iad air crìoch a chur air ro 2009.</p> <p>Bidh luchd-obrach ro-sgoile ann am foghlam tro mheadhan na Gàidhlig comasach air a' Ghàidhlig a labhairt agus a sgrìobhadh, co-dhiù chun na h-ìre a dh'fheumar airson còmhraidh fileanta a dhèanamh ri cloinn 3-5 bliadhna.</p>	<p>buidhnean airson aoisean 3 agus 4 a' faighinn o CNSA, HPS agus buidhnean eile – agus bheir seo buaidh air poileasaidh.</p> <ul style="list-style-type: none"> ● Bheirear taic an dara cuid tro luchd-taic pàirt-thìde pàighte leis a' Chomhairle no tro bhuidheann (no buidhnean) eile. ● Bidh cothrom aig an luchd-obrach ro-sgoile Ghàidhlig uile air cùrsaichean trèanaidh a leigeas leotha an teisteanas nàiseanta a chosnadh. ● Bidh cothrom aig luchd-obrach air an comas anns a' Ghàidhlig a leasachadh. ● Nì a' Chomhairle na cùmhnantan seo soilleir ann an dealbhan-obrach airson obraichean ann am Foghlam tro Mheadhan na Gàidhlig. ● Cuirear air dòigh prògram in-sheirbheis freagarrach, a' deiligeadh ri cùisean farsaing agus ri Foghlam tron Ghàidhlig, mar thaic dhan phrògram seo. ● Thèid seo a chur air adhart leis an Oifigear Leasachaidh.
<p>Foillseachadh Foghlam tro Mheadhan na Gàidhlig</p>	<p>Thèid pàrantan anns na sgìrean a tha air am frithealadh le ionadan ro-sgoile/bunsgoile Ghàidhlig a dhèanamh mothachail air foghlam tron Ghàidhlig agus mar a gheibh iad cothrom air.</p>	<ul style="list-style-type: none"> ● Thèid taic a thoirt do bhuidhnean chloinne fo 3 bliadhna mar dhòigh air an àireamh ann am Foghlam tron Ghàidhlig a chur suas. ● Cuiridh Seirbheis Coimhearsnachd na Comhairle Lathaichean Gàidhlig air chois, gach trì bliadhna. ● Iarrar air meuran Comann nam Pàrant foghlam tron Ghàidhlig a bhrosnachadh am measg phàrantan nan sgìrean fhèin. ● Bheir sgoiltean gu aire phàrantan, nuair a tha iad a' clàradh chloinne airson na sgoile, gu bheil foghlam tron Ghàidhlig ri fhaotainn agus bheir iad dhaibh am fiosrachadh a tha iomchaidh gus an urrainn dhaibh roghainn chuimseach a dhèanamh.

Gaelic Early Years Plan

Category	Objective	Action
	<p>All Gaelic pre-school and nursery staff will, <i>at the latest</i>, have begun to seek the appropriate national qualifications by 2007 and will have completed the process by 2009.</p> <p>All GM centre staff will be competent in spoken and written Gaelic, at least to the level of being able to converse fluently with 3-5 year old children.</p>	<p>provided to 3/4 year old pre-school groups by CNSA, HPS and others - this will inform future policy.</p> <ul style="list-style-type: none"> ● Support will be provided either through part-time EA-employed support workers or by commissioning another organisation or organisations. ● All Gaelic pre-school staff will have access to an accredited training route to allow them to meet the national standards. ● Staff will have access to appropriate language tuition. ● The Council will clarify the above requirements in job/person specifications for Gaelic Medium posts. ● An appropriate inservice programme, generic and Gaelic Medium specific, will be put in place to support these developments. ● The above will be initiated / co-ordinated by ECOG.
Promoting Gaelic Medium Education	Parents in the catchment areas of all Gaelic pre-school/primary centres will be made aware of GME and how they can access it.	<ul style="list-style-type: none"> ● Pre-3 Gaelic groups will be encouraged as a means of increasing the numbers of children accessing Gaelic Medium Education (see above) ● Gaelic Awareness Days will be run by the CLL Gaelic team (with QDOG), on a 3 year rotational basis ● Comann nam Pàrant branches will be encouraged to publicise GME in their area ● Schools will make parents aware at enrolment of the availability of GME, ensuring they have sufficient information to make an informed choice.



Pàipear-Taice 2

Plana Gàidhlig airson
Oideachadh agus Leasachadh Coimhearsnachd

Appendix 2

Gaelic Community Learning Development Plan



PÀIPEAR-TAICE 2:

Plana Gàidhlig airson Oideachadh agus Leasachadh Coimhearsnachd

Suidheachadh

Tha am Plana Gàidhlig airson Oideachadh agus Leasachadh Coimhearsnachd ag èirigh a-mach às an Ro-innleachd Ghàidhlig airson Foghlam agus nam Bliadhnaichean Tràth ris an do ghabh Comhairle na Gàidhealtachd san t-Samhain 2002.

Tha na leanas na gheàrr-chùnntas air na h-earrannan iomchaidh den Ro-innleachd.

Ged a tha foghlam Gàidhlig uile cudromach, tha Foghlam tro Mheadhan na Gàidhlig air a mheas mar an dòchas as fheàrr airson na Gàidhlig agus mar sin bidh prìomhachas aige.

Bidh a' Chomhairle mar sin a' co-obrachadh le pàrantan agus coimhearsnachd na Gàidhlig gus am brosnachadh gu bhith toirt taic anns an dachaigh agus anns a' choimhearsneachd do obair nan sgoiltean. Bidh seo a' gabhail a-steach toirt comhairle agus taic do phàrantan agus cur air chois chlasaichean Gàidhlig agus coinneamhan fiosrachaidh ann an sgìrean le Foghlam tro Mheadhan na Gàidhlig gus an àireamh sgoilearan a chur suas.

Cuiridh Seirbheis Oideachaidh agus Chur-seachadan na Comhairle prògram sònraichte air chois airson daoine òga mar dhòigh air taic a thoirt do Fhoghlam tron Ghàidhlig, agus bidh cur-seachadan Gàidhlig air an tabhann tro phrògraman àbhaisteach na Seirbheis cuideachd.

Bidh am prògram Gàidhlig a' gabhail a-steach clubaichean às-dèidh sgoile far a bheil foghlam tro mheadhan na Gàidhlig san sgoil agus campaichean agus an leithid airson sgoilearan àrdsgoile.

A thaobh inbhich a tha ag ionnsachadh na Gàidhlig – agus fileantaich a tha feumach air taic le sgrìobhadh na Gàidhlig – bidh clasaichean air an ruith mar phàirt de obair chunbhalach na Comhairle. Feuchaidh an t-Seirbheis cuideachd ri dòighean ùra a lorg air teagasg na Gàidhlig do inbhich agus ri obair nan diofar bhuidhnean a cho-òrdanachadh gus am bi aon sheirbheis aonaichte ann.

A bharrachd air a bhith a' ruith a prògram fhèin de thachartasan Gàidhlig, bheir an t-Seirbheis Oideachadh agus Leasachadh Coimhearsnachd taic do obair bhuidhnean eile.

Anns na molaidhean a tha gu h-àrd, amaisidh a' Chomhairle air a bhith a' co-obrachadh ri buidhnean eile.

Plana Cànan agus Cultar Gàidhlig Comhairle na Gàidhealtachd

Tha am Plana seo na phàirt de Phlana Cànan agus Cultar Gàidhlig Comhairle na Gàidhealtachd, aig a bheil na Prìomh Amasan a leanas:

- leudachadh a thoirt air na cothroman a tha ann gu bhith a' cleachdadh na Gàidhlig ann an diofar shuidhichidhean air a' Ghàidhealtachd
- cultar na Gàidhlig a leasachadh agus a bhrosnachadh
- luchd-labhairt Ghàidhlig ùr a chruthachadh
- co-obrachadh le càch anns an obair seo



APPENDIX 2:

Gaelic Community Learning Development Plan

Context

The Community and Culture Gaelic Plan operates within the framework of the Gaelic Education and Early Years Strategy adopted by the Highland Council in November 2002.

The following is a summary of the relevant sections of the Strategy:

While all Gaelic education is important, Gaelic Medium Education is seen as the best hope for the survival of Gaelic and remains the main priority. The Council will therefore seek a partnership with parents and the Gaelic community, with a view to encouraging and enabling them to provide support in the home and community for the work of the schools.

This will include providing advice and support to parents, by organising Gaelic classes, information meetings and a resource lending service and events in areas with Gaelic Medium classes aimed at increasing the uptake of GME.

The Community Learning and Leisure Service will provide a special programme of activities for young people, in support of Gaelic Medium Education, and will also provide Gaelic activities through its routine provision.

The Gaelic programme will include after-school clubs in areas with Gaelic medium primary classes and residential events for secondary Gaelic medium pupils.

With regard to adult learners classes in Gaelic - including literacy classes for native speakers - will continue to be provided as part of the Council's overall adult education provision. The Service will also develop new approaches to teaching Gaelic to adults and will seek to co-ordinate the services offered by the various agencies into one coherent pattern of provision.

The Community Learning and Leisure Service, as well as running a range of Gaelic Medium activities, will offer a support role in relation to activities initiated by others.

In all of the above the Council will seek to work in partnership with other agencies.

The Highland Council Language and Culture Plan

The Plan forms part of the Highland Council Gaelic Language and Culture Plan, the Key Objectives of which are:

- to promote awareness of, and inclusion in, Gaelic for all and to enhance the opportunities for using Gaelic in the Highlands
- to develop and promote the Gaelic cultural heritage
- to create new Gaelic speakers
- to work with others to these ends.



Plana Gàidhlig airson Òideachadh agus Leasachadh Coimhearsnachd

Prìomh Amas	Ceann-Uidhe	Gnìomh
Leudachadh a thoirt air na cothroman a tha ann gu bhith a' cleachdadh na Gàidhlig an diofar shuidhichidhean air a' Ghàidhealtachd	Pàirt iomchaidh a bhith aig a' Ghàidhlig ann an obair coimhearsnachd agus ealain air a' Ghàidhealtachd.	Bidh an t-Seirbheis a' sireadh gum bi pàirt iomchaidh aig a' Ghàidhlig ann an tachartasan sam bith a tha i a' cur air chois ann an sgìrean far a bheil Foghlam tro Mheadhan na Gàidhlig no aig a bheil dualchas Gàidhlig làidir, gu h-àraidh ma tha iad a' frithealadh air daoine òga, agus broснаichidh i buidhnean eile gu dèanamh mar an ceudna.
	Cothrom a bhith aig daoine òga a tha ag ionnsachadh na Gàidhlig anns na sgoiltean a' Ghàidhlig a chleachdadh ann an cur-seachadan is ann an conaltradh. Cothrom a bhith aig inbhich a tha ag ionnsachadh na Gàidhlig a' chànan a chur gu feum taobh a muigh a' chlas.	<ul style="list-style-type: none"> ● Cuiridh an t-Seirbheis air chois tachartasan àraidh taobh a-muigh na sgoile do dhaoine òga a tha ag ionnsachadh na Gàidhlig, gu h-àraidh ann am foghlam tron Ghàidhlig, m.e. clubaichean às-dèidh sgoile agusampaichean. ● Brosnaichidh a' Chomhairle buidhnean a tha a' ruith thachartasan cultarach do dhaoine òga, mar fèisean is mòdan, sin a dhèanamh tro mheadhan na Gàidhlig. ● Bheir am prògram 'A-mach à Eden' seirbheis Ghàidhlig do na sgoiltean. ● Cuiridh an t-Seirbheis, an co-bhoinn ri buidhnean eile, prògram de thachartasan air chois a bheir cothrom do luchd-ionnsachaidh a' Ghàidhlig a chleachdadh ann an suidhichean neo-fhoirmeil.
	Daoine a dhèanamh nas mothachaile air a' Ghàidhlig le bhith a' cur na cànan an cèill air soidhnichean, ann am foillsichidhean, agus sa choimhearsnachd gu lèir.	<ul style="list-style-type: none"> ● Siridh an t-Seirbheis gum bi a' Ghàidhlig air a cleachdadh air - prògraman agus postairean mu thachartasan ealain no coimhearsnachd - soidhnichean an taobh a-staigh agus a-muigh de thogalaichean mar leabharlannan, taighean-cluiche agus taighean-tasgaidh - cinn-litreach.
Cultar na Gàidhlig a leasachadh agus a bhrosnachadh.	Prògram ealain coileanta anns a' Ghàidhlig agus mun Ghàidhlig a bhith ri fhaotainn air feadh na Gàidhealtachd, a' gabhail a-steach an dà chuid foghlam/trèanadh agus cur-seachadan agus tachartasan cultarach.	<ul style="list-style-type: none"> ● Leanaidh an t-Seirbheis oirre a' co-òrdanachadh agus/no a' ruith phròiseactan ealain far a bheil an t-airgead agus an stiùireadh air a roinn eadar caochladh bhuidhnean, mar Urrasan Iain Mhic a' Ghobhainn agus Màiri Mhòir. ● Bheir an t-Seirbheis taic agus comhairle do bhuidhnean a tha a' cur air dòigh thachartasan ealain Gàidhlig air a' Ghàidhealtachd, leithid Fèisean nan Gàidheal (fèisean) agus An Comunn Gàidhealach (mòdan). ● Cuiridh an t-Seirbheis air chois prògram a tha subsbainteach agus aonaichte de thachartasan cultarach Ghàidhlig air an t-slighe gu 2007 Bliadhna Albannach airson Cultar na Gàidhealtachd, le cuideam sònraichte air an fhèis, Blas.

Gaelic Community Learning Development Plan

Key Objective	Task	Action
To promote awareness of, and inclusion in, Gaelic for all and to enhance the opportunities for using Gaelic in the Highlands.	Ensure that organised community and arts programmes in the Highlands have an appropriate Gaelic dimension.	The Service will aim to ensure that organised activities in areas with Gaelic medium classes or with a strong Gaelic tradition include a Gaelic and/or a Gaelic medium element, especially if they provide for young people, and will use its influence to persuade other agencies to do likewise.
	<p>Encourage and enable young people who are learning Gaelic in Highland Council schools, especially through GME, to use Gaelic for social and recreational purposes.</p> <p>Ensure that adult learners of Gaelic are able to use the language outwith the class setting.</p>	<ul style="list-style-type: none"> ● The Service will organise social and recreational opportunities for young people learning Gaelic, especially in GME, e.g. after-school clubs and residential events. ● The Service will encourage the organisers of cultural events for young people, such as mods and fèisean, to provide these in Gaelic or bilingually. ● The Out of Eden drama programme will provide a Gaelic medium service. ● The Service, working in association with other agencies and groups, will develop a programme of activities which enable adult learners of Gaelic to use Gaelic in informal settings.
	Enhance awareness of Gaelic by increasing its visual impact and profile in documentation, publications and in the community.	<ul style="list-style-type: none"> ● The Service will ensure that Gaelic text is included, where appropriate, on <ul style="list-style-type: none"> - literature relating to community and arts events, e.g. programmes and posters - internal and external signage on buildings such as libraries, theatres and museums - letterheads.
To develop and promote the Gaelic cultural heritage	Provide a comprehensive programme of Gaelic and Gaelic-related arts activities across the Highlands, including both educational / training events and performances	<ul style="list-style-type: none"> ● The Service will continue to co-ordinate and/or manage collaborative initiatives, with multi-agency funding, to promote the Gaelic arts, through projects such as the Iain Crichton Smith and Màiri Mhòr Fellowships. ● The Service will liaise with and support organisations which provide Gaelic arts activities in Highland communities, such as Fèisean nan Gàidheal (fèisean) and An Comunn Gàidhealach (mods). ● The Service will develop a substantive and integrated programme of Gaelic cultural activities en route to 2007 The Scottish Year of Highland Culture, with a particular emphasis on the Blas festival.

Plana Gàidhlig airson Oideachadh agus Leasachadh Coimhearsnachd

Prìomh Amas	Ceann-Uidhe	Gnìomh
	Daoine a bhith tuigseach mu dhualchas na Gàidhlig.	<ul style="list-style-type: none"> ● Thèid stuth foghlaim agus taisbeanaidh fhoillseachadh ann an caochladh mheadhanan agus thèid a chur an cèill air làraich-lìn leithid Am Baile. ● Bidh an t-Seirbheis a' sireadh gus dualchas na Gàidhlig a mhìneachadh ann an dòighean ionchaidh anns na taighean-tasgaidh aice fhèin agus ann an taighean-tasgaidh neo-eisimeileach leis a bheil i an compàirteachas. ● Siridh seirbheis thaighean-tasgaidh agus thasglainn na Seirbheis gus barrachd tuigse a thoirt do dhaoine air dualchas Gàidhlig na Gàidhealtachd tro bhith a' feuchainn a-mach dhòighean ùra air stuthan agus fiosrachadh a mhìneachadh agus a chur an cèill. ● Siridh Seirbheis Leabharlainn na Gàidhealtachd gus litreachas na Gàidhlig a tharraing gu aire dhaoine, leughadh agus sgrìobhadh na Gàidhlig a bhrosnachadh agus gus barrachd cothrom a thoirt do dhaoine greim fhaighinn air leabhraichean agus stuthan eile dhen t-seòrsa sin. ● Bidh prìomh àite aig cànan agus cultar na Gàidhlig ann an 2007, a' bhliadhna a bhios Alba a' cur urram air cultar na Gàidhealtachd.
Luchd-labhairt Ghàidhlig ùr a chruthachadh	Cothrom a bhith aig inbhich a' Ghàidhlig ionnsachadh agus an comas anns a' chànan a leasachadh ann an caochladh dhòighean.	<ul style="list-style-type: none"> ● Cuiridh an t-Seirbheis air dòigh gum bi cothroman airson na Gàidhlig ionnsachadh rim faotainn anns gach Sgìre, a rèir iarrtais, a' gabhail a-steach teicneòlas ùr agus dòighean teagaisg ùra. ● Siridh an t-Seirbheis gus structar de chlasaichean Gàidhlig inbheach a chur air bhonn anns gach ceàrnaidh den Ghàidhealtachd a bhios co-òrdanaichte agus adhartach. ● Tabhainnidh Seirbheis Leabharlainn na Gàidhealtachd stuthan-taic leabharlainn ionchaidh air luchd-ionnsachaidh na Gàidhlig.
	<ul style="list-style-type: none"> ● Comhairle agus taic a bhith aig phàrantan a tha a' togail an cuid chloinne le Gàidhlig. ● Taic sa choimhearsneachd do Fhoghlam tro Mheadhan na Gàidhlig. 	<ul style="list-style-type: none"> ● Cuiridh an t-Seirbheis air dòigh bùthan-obrach air 'Gàidhlig san Dachaigh'. ● Thèid pac phàrantan ullachadh, stèidhte air na bùthan-obrach. ● Cuiridh an t-Seirbheis air dòigh lathaichean fiosrachaidh do theaghlaichean ann an sgìrean le foghlam tro mheadhan na Gàidhlig. ● Thèid clasaichean Gàidhlig a thabhann an-asgaidh do phàrantan le clann ann am foghlam tro mheadhan na Gàidhlig.

Gaelic Community Learning Development Plan

Key Objective	Task	Action
	<p>Raise awareness and enhance understanding of the Gaelic heritage.</p>	<ul style="list-style-type: none"> ● Educational/promotional materials and content on the Highland heritage will be developed and published on such websites as Am Baile. ● The Service will work to interpret the Gaelic heritage appropriately in its own and independent partner museums. ● The Service's museums and archive services will increase people's understanding of the Gaelic heritage of the Highlands through reworking the presentation and interpretation of materials and information. ● The Highland Library Service will seek to support and promote awareness of Gaelic literature, to encourage Gaelic reading and writing and to increase the availability of Gaelic books and related materials. ● Gaelic language and culture will have a priority profile within 2007, the Year when Scotland celebrates Highland culture.
<p>To create new Gaelic speakers</p>	<p>Give adults the opportunity to learn Gaelic and to develop their competence in the language in a variety of ways.</p>	<ul style="list-style-type: none"> ● The Service will ensure that opportunities to learn Gaelic are available in all Areas, subject to demand, including use of new technology and other new approaches. ● The Service will seek to co-ordinate and develop a progressive and integrated pattern of provision for adult learners on an Area and a Highland-wide basis. ● The Highland Library Service will provide appropriate library resources for all learners of Gaelic.
	<ul style="list-style-type: none"> ● Give parents who are bringing up their children as Gaelic speakers access to advice and support. ● Provide support in the community for Gaelic Medium Education (GME). 	<ul style="list-style-type: none"> ● The Service will organise workshops on 'Gaelic in the home'. ● A pack for parents will be produced, based on the above. ● The Service will run Gaelic information and family days in areas with GME. ● Free Gaelic classes will be provided for parents with children in GME.

Plana Gàidhlig airson Oideachadh agus Leasachadh Coimhearsnachd

Prìomh Amas	Ceann-Uidhe	Gnìomh
		<ul style="list-style-type: none"> Bheir an t-Seirbheis seachad stuthan Gàidhlig air iasad ann an sgìrean le Foghlam tro Mheadhan na Gàidhlig. Bheir Seirbheis Leabharlainn na Gàidhealtachd seachad bòrd-leabhraichean mar phàirt de phrògam Bookstart.
Co-obrachadh le càch anns an obair seo	Obrachadh an taobh a-staigh den Wellbeing Alliance gus dèanamh cinnteach gu bheil leasachadh na Gàidhlig stèidhichte air co-òrdanachadh agus co-obrachadh.	<ul style="list-style-type: none"> Thèid an t-Seirbheis an sàs leis a h-uile buidheann phoblach eile, na comainn Ghàidhlig agus buidhnean coimhearsnachd ann a bhith a' cur molaidhean a' Phlana seo an gnìomh.
	Poileasaidh agus planadh na Seirbheis uile a rèir poileasaidh choitcheann na Comhairle air a' Ghàidhlig.	<ul style="list-style-type: none"> Siridh an t-Seirbheis gum bi a h-àite dligheach aig a' Ghàidhlig ann am planadh Oideachadh agus Leasachadh Coimhearsnachd. Bidh Ro-innleachd Chultarach na Gàidhealtachd a' gabhail a-steach iomairt chunbhalach airson leasachadh agus brosnachadh ealain agus dualchas na Gàidhlig air a' Ghàidhealtachd. Cuiridh an t-Seirbheis air chois co-labhairt de na buidhnean le ùidh sa ghnothaich le sùil ri plana leasachaidh ullachadh airson ealain agus dualchas na Gàidhlig. Cuidichidh an t-Seirbheis coimhearsnachdan agus planaichean leasachaidh Gàidhlig a dheasachadh airson an sgìrean fhèin.



Gaelic Community Learning Development Plan

Key Objective	Task	Action
		<ul style="list-style-type: none"> ● The Service will provide Gaelic resources on loan in areas with GME. ● The Highland Library Service will continue to provide Gaelic board books as part of the Bookstart programme.
To work with others to these ends	Work with the Wellbeing Alliance to ensure that there is a coordinated and collaborative approach to sustaining and developing Gaelic language and culture.	<ul style="list-style-type: none"> ● The Service will actively engage with all appropriate public bodies, Gaelic organisations and community groups in implementing the recommendations of the Plan.
	Ensure that all Service policy and planning takes account of the Council's overall Gaelic policy.	<ul style="list-style-type: none"> ● The Service will ensure that Gaelic has its due place in Community Learning and Development planning. ● A coherent approach to the development and promotion of the Gaelic arts and heritage in the Highlands will be incorporated within the Highland Cultural Strategy. ● The Service will organise a seminar of the interested parties with the aim of producing a development plan for the Gaelic arts and heritage in the Highlands. ● The Service will help communities to prepare Gaelic development plans for their own areas.



Fàilte gu
DINGWALL
Welcome



INBHIR-PHEOFHARAIN

Pàipear-Taice 3

Mìneachadh Corporra

Appendix 3

Corporate Interpretation



PÀIPEAR-TAICE 3:

Mìneachadh Corporra

Dh' aontaich a' Chomhairle gum biodh soidhnichean iomchaidh uile agus riochd corporra dà-chànanach agus gum biodh a' Ghàidhlig nochdte am paipearan poblach sam bith, an làrach-lìn is an clàir-ghnothaich na Comhairle. Tha a' Chomhairle glè dheònach dèanamh cinnteach gum bi in-ghabhail na Gàidhlig air a choilionadh le snas a dhearbhas is a neartaicheas dealas na Comhairle thaobh na cànaire.

Cha chuirear Gàidhlig air soidhnichean rathaid ach nuair a thathar gan ùrachadh.

Tha a' Chomhairle air gabhail ris a' mhodh a leanas:

Cleachdadh	Gnìomh
Plana Coimhearsnachd, Plana Corporra, Plana Sàbhailteachd Coimhearsnachd etc.	<ul style="list-style-type: none">● A bhith gabhail a-steach ro-ràdh agus gèarr-aithris ceannaird san dà chànan.● Cinn nan earrann a bhith dà-chànanach.
Planaichean Seirbheis	<ul style="list-style-type: none">● Tìotal is cinn nan earrann a bhith dà-chànanach.
Clàir-ghnothaich Chomataidhean	<ul style="list-style-type: none">● Suaicheantas dà-chànanach na Comhairle mar tha e an-dràsta.● Ainm na comataidh a bhith dà-chànanach air a' chiad duilleig.
Leabhraichean is bileagan	<ul style="list-style-type: none">● Tìotalan dà-chànanach a bhith orra uile le cinn earrann mar tha iomchaidh.● Ainmean àitichean a bhith dà-chànanach.● Eadar-theangachadh facal air an fhacal a sheachnadh ach earrainn Ghàidhlig a chleachdadh am paipearan freagarrach far an leasaich sin an stuth is an dealbhadh, mar eisimpleir, an leithid paipearan mìneachaidh no leabhraichean cuimhneachain.
Cinn-litir	<ul style="list-style-type: none">● Ainm is seòladh na seirbheis a bhith dà-chànanach.
Suaicheantas charbad	<ul style="list-style-type: none">● Suaicheantas dà-chànanach na Comhairle an ceartuir a chleachdadh.
Soidhnichean rathaid	<ul style="list-style-type: none">● Poileasaidh làithreach na Comhairle chleachdadh mur toilich Sgìr a chaochladh far nach eil stèidh chultarail Ghàidhlig ann.● Am poileasaidh làithreach a chleachdadh thaobh dathan is clò.● Soidhnichean a bhith dà-chànanach nuair theid an ùrachadh.
Soidhnichean sràide	<ul style="list-style-type: none">● Mar tha airson soidhnichean rathaid gu h-àrd, le mothachadh gum faodar bàidse bhailtean eachdraidheil shònraichte fhilleadh a-steach do shuaicheantais.
Soidhnichean air Togalaichean na Comhairle	<ul style="list-style-type: none">● A-muigh is a-staigh ri bhith dà-chànanach le cead toil do Sgìrean mar tha gu h-àrd (cuimhnich gum feum na soidhnichean seo a bhith a-rèir cumhnantan Achd Leth-bhreith nan Ciorramach).
Sanasan poblach	<ul style="list-style-type: none">● Suaicheantas dà-chànanach làithreach a bhith ga chleachdadh.● Sanasan a bhith sa Bheurla, ach far a bheilear a' sanasachadh seirbheis a thaobh na Gàidhlig. Mar eisimpleir, bidh am Fios Clàraidh airson Aonadan tro Mheadhan na Gàidhlig dà-chànanach.
Làraich-lìn	<ul style="list-style-type: none">● Gàidhlig a bhith follaiseach air duilleig na dachaigh.● Bidh cinn nan earrann dà-chànanach le earrann dhen làrach-lìn mu chultar na Gàidhlig gu lèir dà-chànanach.

APPENDIX 3:

Corporate Interpretation

The Council agreed that all appropriate signs and corporate identity are to be bilingual and that any public documents, the Council website and agendas would have a visible element of the Gaelic language. The Council is keen to ensure that the inclusion of Gaelic is done in a tasteful way that would positively reinforce the Council's commitment to the language.

Gaelic will be included on road signs only at replacement.

The Council has adopted the following approach :

Use	Action
Community Plan, Corporate Plan, Community Safety Plan, etc.	<ul style="list-style-type: none">● To include a bilingual foreword and executive summary.● Section headings to be bilingual.
Service Plans	<ul style="list-style-type: none">● To include bilingual title and section headings.
Committee agendas	<ul style="list-style-type: none">● Council bilingual logo as at present.● Committee name to be bilingual on the first page.
Brochures and pamphlets	<ul style="list-style-type: none">● All to have bilingual titles with section headings as appropriate.● Individual place names to be bilingual.● Direct translation to be avoided but single panels of Gaelic text to be used within appropriate documents where this will enhance content and design. Examples of such documents might be those used for interpretation or commemorative brochures.
Letterheads	<ul style="list-style-type: none">● Service name and address to be bilingual.
Vehicle logo	<ul style="list-style-type: none">● Present Council bilingual logo to be used.
Road signs	<ul style="list-style-type: none">● Present policy to be used across the Council unless an Area decides to exercise discretion on implementation where there is no Gaelic cultural base.● Present policy on colours and fonts to be used.● On replacement, signs to be bilingual.
Street signs	<ul style="list-style-type: none">● As for road signs above, recognising that specific historic town crests may be incorporated in signs.
Council building signs	<ul style="list-style-type: none">● External and internal to be bilingual with permitted Area discretion as above (note that these signs need to be compliant with Disability Discrimination Act requirements).
Public advertisements	<ul style="list-style-type: none">● Present bilingual logo to be used.● Advertisements to be English, except where the service being advertised involves the Gaelic language. For example, the Enrolment Notice for the Gaelic Medium Units will be bilingual.
Web site	<ul style="list-style-type: none">● Visible Gaelic elements on the home page.● Section headings will be bilingual with sections of the site that relate to Gaelic culture being fully bilingual.

- Gus a bhith cunbhalach, bidh am modh is an t-susbaint air an stiùireadh le Seirbheis a' Cheannaird, stèidhichte tro Oifis an Dàimh Phoblaich an co-bhonn ri Oifigear Leasachaidh na Gàidhlig.
- Feumaidh poileasaidh na Comhairle iarraidh nach cuirear suas soidhnichean dà-chànanach ach a-mhàin nuair a bhithear gan ùrachadh. Dh'fhaodadh soidhnichean sràide ùraichte dà-chànanach cur ri sgeamaichean leasachaidh am bailtean beaga no àite sònraichte chomharrachadh.
- Feumaidh dealbhadh nan soidhnichean dà-chànanach a bhith a-rèir iùil Achd Leth-breith nan Ciorramach (ALC) is mar sin feumar dealbhan a chleachdadh far an urrainnear. Bidh cosgais shoidhnichean ùraichte air togalaichean a-rèir iarrtas an ALC agus dà-chànanaidh a' nochdadh mar phàirt dhen obair.
- Is ann an urra ri Comataidh na Sgìre a tha an co-dhùnadh saorsa toil a chleachdadh a thaobh shoidhnichean agus feumar an Sgeama Ùghdarachaidh a leasachadh a-rèir sin.
- Is e poileasaidh na Comhairle, air sàillibh cunbhalachd, nach bu chòir saorsa toil a bhith ceadaichte ach a-mhàin airson Sgìre iomlain, chan ann airson pàirt de sgìre.
- Thathar air a bhith cleachdadh sanasan dà-chànanach a thaobh Aonadan tro Mheadhan na Gàidhlig. Mar sin chan eil dùil ri cosgais a bharrachd.
- Tha am beachd na Comhairle an làrach-lìn ath-nuadhachadh agus bidh cosgais na cuid Ghàidhlig agus na h-earrainn shònraichte sa Ghàidhlig ainmichte gu h-àrd an luib na prìomh obrach seo.
- Tha a' Chomhairle air gabhail ris a' mhodh a leanas, nas lugha na ni Comataidh Sgìre co-dhùnadh foirmeil roghainn a chleachdadh an coilionadh na cuid dhen phoileasaidh seo a bhuineas ri soidhnichean rathaid, sràide no togalaich, a-mhàin ri linn beachd nach eil stèidh Ghàidhlig ro làidir aig eachdraidh cultar na sgìre.
- Tha e follaiseach gu bheil e doirbh stèidh Ghàidhlig a shònrachadh gu mionaideach seach gu bheil freumh Ghàidhlig aig ainmean àitichean air feadh na Gàidhealtachd a' dol air ais ro àm nan Lochlannach. Tha cùisean coimhearsnachd nas ùire, leithid cròileagain Ghàidhlig, Aonadan tro Mheadhan na Gàidhlig, tachartasan ciùil is cultair agus iarrtas tachartasan nàiseanta thaobh Ghàidhlig is cultair a thàladh do Sgìre, uile nam bun-chùisean ann am measadh stèidh na Gàidhlig. Tha Plana Coimhearsnachd na Gàidhealtachd agus am Plana Corporra le chèile a' moladh cheuman a dh'fhaodte chleachdadh gus breth a thoirt air na tha de ghnothaichean Ghàidhlig os làimh ann an Sgìre, leithid nan àireamhan bho chròileagain, sgoiltean, tachartasan taobh a-muigh na sgoile, clasaichean inbheach agus tachartasan do mhuinntir na sgìre is do luchd-turais.
- Coilionaidh am poileasaidh seo na targaidean às leth na Gàidhlig am Prìomhachas 6 sa Phlana Coimhearsnachd.



- To ensure consistency, the style and content will be overseen by the Chief Executive's Service, fundamentally through the Public Relations Office in conjunction with the Gaelic Development Officer.
- Council policy must require that bilingual signs are erected solely on replacement, to minimise cost. Replacement bilingual street signs might complement village enhancement schemes or be used to give a sense of place.
- The design of bilingual signs must be compliant with the Disability Discrimination Act (DDA) guidance so will require the use of pictograms where possible. The cost of re-signing buildings to meet the DDA and bilingual requirement will emerge as part of the work.
- A decision to exercise discretion on implementation with regard to signing rests with an Area Committee and the Scheme of Delegation should be amended accordingly.
- The Council policy is, for consistency, discretion should only be permitted for an Area in its entirety and not a part thereof.
- It has been practice to place any advertisement that relates to the Gaelic Medium Units bilingually. No additional cost is therefore expected.
- The Council has in mind to revamp the website and the cost of including Gaelic elements and the specific Gaelic section indicated above can be absorbed within this major work.
- The Council has adopted the following approach, unless a formal decision is taken by an Area Committee to exercise discretion in implementing the parts of this policy relating to road, street and building signs, for the sole reason that it is felt that the cultural history of the Area has less of a Gaelic base.
- It is clearly difficult to specify a 'Gaelic population base' precisely as the entire Highlands has place names that are Gaelic in origin, predating the Viking period. More recent community activity such as Gaelic playgroups, musical or cultural events and the desire to attract the national Gaelic and cultural events to an Area are all factors in assessing the Gaelic base. The Highland Community Plan and the Corporate Plan each suggest measures that might be used to judge the amount of Gaelic activity underway in an Area, such as the statistics from playgroups, schools, extra-curricular events, the number of adult classes and events for the local community and for visitors.
- This policy will achieve the Gaelic language targets in Priority 6 of the Community Plan.



Nòtachan

Notes

Buidheachas

Duilleag

Dealbhan & Luchd Chòraichean

Còmhdach

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