

Moray Council Draft Gaelic Plan 2022-2027

Front cover: **Burghhead Stone...permission granted**

Add Moray Council Logo and Bòrd na Gaidhlig logo once approved.

Moray Council
Gaelic Language Plan
2022-2027

Following consultation:

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gaidhlig on **approved date.**

1. Foreword: Chief Executive Roddy Burns

As Chief Executive of Moray Council I am privileged to support Moray Council's Gaelic Language Plan 2022-2027. It describes the ambitions of the Council and how we will meet the statutory requirement for Gaelic enshrined in the Gaelic Language (Scotland) Act 2005 and National Gaelic Plan, as well as the statutory duties around Gaelic Medium Education arising from the Education (Scotland) Act 2016.

We recognise the benefits of multilingualism to our residents and the value of raising cultural and historical identity and awareness. Whilst the number of native speakers in Moray is low, over Covid we saw staff and residents access on-line platforms to learn Gaelic and the new resource Speak Gaelic will add impetus to this. As a small authority we are grateful to funding streams accessed via Bòrd na Gaidhlig and Scottish Government to enable the successful provision this year. We are acutely aware that provision is determined on access to active speakers and learners, quality tutors and external groups to support our ambitions. The success of this plan will be driven by the Gaelic speakers who come forward to play their part in the plan and senior management and elected members driving forward opportunities to make connections with Gaelic.

I look forward to seeing the progress made.

Signed:

2. Contents

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3. Background

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language. <https://www.gov.scot/publications/gaelic-language-plan/pages/3/>

One of the key features of the 2005 Act is the provision enabling Bòrd na Gaidhlig to require public bodies to prepare Gaelic Language Plans. The requirement for a public body to prepare a Gaelic Language Plan is initiated by Bòrd Na Gaidhlig issuing a formal notice to that effect under section 3 of the 2005 Act. It is intended that all public bodies prepare their Gaelic Language Plan with a view to developing Gaelic in a reasonable and proportionate manner taking account of the existing number of speakers within their area of operation, and their potential to develop the use of the language. In addition to the above statutory requirement, the Education (Scotland) Act 2016 places a number of statutory duties on local authorities in relation to the promotion of the Gaelic language, and in particular in the initial and full assessment of need for Gaelic Medium Primary Education in response to parents who make a request for Gaelic Medium Education.

Moray Council's first Gaelic Language Plan was produced in response to a statutory notice issued to Moray Council by the Bòrd and went to Policy and Resources Committee for approval on 21 March 2017. At the time of this initial statutory notice, the Bòrd identified 4 core areas of service delivery that it expected local authorities to address when preparing Gaelic Language Plans: Identity, Communications, Publications and Staffing. Officers produced a plan on this basis:

<http://www.moray.gov.uk/minutes/data/PR20170321/10%20GAELIC%20LANGUAGE%20PLAN%20App%201.pdf>

The most recent National Gaelic Language plan identifies three key priorities: a) Increasing the use of Gaelic; b) Increasing the learning of Gaelic; and c) Promoting a positive image of the language. Our new Moray plan reflects these priorities. As this is a five year Corporate Gaelic Plan we have addressed targets as the plan unfolds. An action plan will be created behind this plan for monitoring purposes.

4. Moray's Corporate Plan 2024

"A life of opportunity for all where people can thrive in vibrant communities and we work together to enrich our future."

This is our vision based on the following priorities:

- **Our People:** Provide opportunities for people to be the best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination.
- **Our Place:** Empower and support communities to build capacity.
- **Our Future:** Drive economic development to create a vibrant economy for the future. While delivering these priorities we will also work towards creating a sustainable council that provides valued services to our communities.

Intrinsic to this is a set of values:

FAIR	Ambitious	Improving	Responsive
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<ul style="list-style-type: none"> • tackle inequalities • treat people fairly • promote equalities and awareness • consider our impact on others 	<ul style="list-style-type: none"> • promote and celebrate Moray • be a great place to work • ensure sustainable and efficient council services • improve life for the most vulnerable 	<ul style="list-style-type: none"> • drive improvement • encourage innovation • take commercial opportunities • invest in transforming to meet future needs 	<ul style="list-style-type: none"> • be open and transparent • promote community participation and involvement • listen to and involve our communities
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We are informed by an approach and way of working guided by principles of **equalities** (providing opportunities for everyone to be their best), **empowering** people through active engagement and collaboration, with due consideration for the **environment** and an **enterprising** culture to grow the economy.

Moray is a largely rural area covering a land mass of 2,238km². It has a long coastline on the Moray Firth with harbours, fishing villages and some world-class beaches. The area's population is 95,520, rising from 91,000 in 2011. The main centre of population is Elgin, which is home to more than one quarter of the people living here. Other main towns are Forres, Buckie, Lossiemouth and Keith, which each have populations of between 5,000 and 10,000. The Council workforce is around 4,700 equivalent to 3,500 full time staff. (Source: [Public Performance Report](#))

This information is the backdrop to the creation of our new Moray Gaelic Language Plan.

5. Elected Members and political make-up

Moray Council has a minority administration formed of 9 Conservative councillors from 26 elected members within 8 wards. The Leader and Depute Leader of the Council are from the Scottish Conservative and Unionist party and the Civic Leader is an Independent. The political make-up is as follows:

Scottish Conservative & Unionist	9
Scottish National Party	8
Labour	3
Independent	3
Scottish Liberal Democrat	1
Green Party	1
Non-aligned Conservative	1

There is currently one vacancy, which will be filled following a by-election in Buckie on 3 November 2022.

(Information correct at 21/10/22)

6. Review of previous plan

In November 2021 a Corporate Gaelic Group was created and is chaired by the Head of Education Resources & Communities, with representation from HR, Internal audit, Finance, Housing, Environmental Services, Education and our Communities team. The group met 5 times in 2021-2022 and terms of reference were created and agreed.

The Communication Process:



The Corporate Gaelic Group will engage with all Moray Council Gaelic related issues, responding to national developments and local needs whilst monitoring, reviewing and reporting annually on the new Gaelic Language Plan. Council staff and communities will be informed through bi-lingual updates on social media and the Councils website.

Achievements:

- Creation of the Corporate Gaelic Group
- Completion of the staff skills audit with 259 respondents.
- Successful funding bid to Gaelic Covid monies for “Gaelic First Steps,” however this funding had to be returned when a tutor could not be secured.
- The translation of the new CLD plan easy read...a first in Scotland
<http://www.moray.gov.uk/downloads/file139119.pdf>
- Successful funding bid to the Gaelic Specific Grant for “Carson Gaidhlig?” through partnership work with Moray College UHI and Moray Gaelic Group. The bid was to bolster conversation activity and support to develop the new plan. Through this seed corn money a public meeting was held to assess the needs and interest in Gaelic and to relaunch Moray Gaelic Group classes.
- Moray held week long activities via Seachdain na Gaidhlig, World Gaelic Week, with a subsequent report and interview on Keith Community Radio involving participants. This was funded via the Gaelic Specific Grant. A Gaelic stall was set up at Moray College to promote opportunities.
<https://www.mixcloud.com/upload/KCR1077/world-gaelic-week-3-may-2022/complete/>
- Developed contact with the Gaelic Books Council and through external Scottish Government funding a range of Gaelic books were purchased to be rotated round the public libraries.
- The Northern Alliance CLD network held a Gaelic themed focus meeting led by Education Scotland Gaelic Officers.
- A newsletter was produced on the work of the Communities CLD Team included Gaelic provision
<https://sway.office.com/e3Hd971WxOikLb9K?ref=email>

Target 1: As a strategic group, we will monitor outcomes and grasp opportunities to promote Gaelic within budget constraints. There will be 4 meetings per annum.

Year 1-5 inclusive Lead Officer: Head of ECOD

Target 2: We will develop a Gaelic information and opportunities page on the Councils website

Year1 with annual updates; Lead: PR

Target 3: We will share social media posts from Moray Gaelic Partners Groups via the Council's official accounts. We will ensure social media messaging regarding Gaelic initiatives is issued bilingually.

Years 1-5 inclusive; Lead Officer: PR

Target 4: We will communicate the opportunity to request a translation of corporate documents in Gaelic.

Years 1-5 inclusive; Lead officer: PR

7. Gaelic in Moray

- **Moray Map, Bòrd na Gàidhlig**
<https://www.ainmean-aite.scot/wp-content/uploads/2021/11/Moireibh-300-dpi-scaled.jpeg>
(to be used as a slide/picture)
- Moray is an area where Scots is spoken and in particular Doric. Unfortunately, the timing of this plan precludes us from using the new 2022 census information and we look forward to seeing this data. The Moray picture in 2011 was as follows:

Moray Gaelic Language Skills 2011

All people aged 3 and over	90,178
Understands but does not speak, read or write Gaelic	354
Speaks, reads and writes Gaelic	311
Speaks but does not read or write Gaelic	246
Speaks and reads but does not write Gaelic	66
Reads but does not speak or write Gaelic	84
Other combination of skills in Gaelic	20
No skills in Gaelic	89,097

57,000 people said they could speak Gaelic nationally in the 2011 census.

The number of people able to speak Gaelic decreased between 2001 and 2011 for all age groups except in people under 20, which saw an increase of 0.1 of a percentage point.

<https://www.scotlandscensus.gov.uk/>

- **Moray Gaelic Group:** Moray Gaelic Group continues to meet regularly online each week to encourage and promote the use of the Gaelic language. Each of our sessions are guided and delivered by our experienced tutor Des Scholes using the Speak Gaelic learning platform.
We hope to return to Moray College in Elgin this winter to deliver some class based learning for beginners .Please see our Facebook page for more details coming soon.
If you are interested in the Gaelic language, you will receive a warm welcome from us. Michael McClafferty Chair.
- **Moray College UHI partnership:** UHI Moray and the wider UHI partnership are committed to supporting the Scottish Government's Gaelic Language Plan. The current UHI Gaelic Plan continues to promote and develop the use of Gaelic through its practices, curriculum, and communications. UHI Moray has recently supported Moray Council and the Moray Gaelic Group in the promotion of Gaelic language during Global Gaelic week. UHI Moray will also support the ongoing awareness raising of the Gaelic language and continue to work with partners to achieve this

aim. A recent identity change demonstrates this commitment with the introduction of Gaelic language into our signage. UHI Moray: UHI Moireibh.

- **Feis Moray** is a weekend teaching festival of traditional Gaelic music, song and dance for young people in Moray. Contact has been made with the organisers to stimulate interest.
<https://www.facebook.com/groups/581561801863159/>

8. New Research:

ScotCen Social research dated 29/06/2022 reports:

“There has been a shift towards more positive attitudes regarding the language in a range of areas, including views on Gaelic education, the importance of Gaelic to one’s own cultural heritage, public spending on Gaelic, and the future of Gaelic.”

www.gaidhlig.scot/en/our-work/research/reports-and-papers/

(The 2021 research sample was based on 1,365 randomly selected people interviewed aged 18+. The data was weighted to be representative of Scotland in terms of age, sex, region and other socio-economic characteristics.)

9. Moray Council Staff Skills Audit


In preparation of the new Moray Gaelic Plan an audit was carried out with 259 returns of which 53 respondents were interested in further Gaelic discussion. This will be progressed after the Gaelic Awareness sessions are delivered in the autumn.

https://www.surveymonkey.com/results/SM-i_2Fy70y6ehkps5ZkZyKascQ_3D_3D/

From anecdotal Moray feedback, there was an increased take up of on-line learning opportunities during Covid using e.g. Duolingo. We wish to encourage the learning and use of Gaelic within the Councils staff.

For Council Staff

Target 5: We will pilot a lunch and learn online session with a partner local authority and evaluate and share findings.
Year 1 Autumn. Lead officer: CLD Officer and partner authority
Target 6: We will pilot a lunch and learn face to face sessions at Moray College UHI and evaluate, share findings and progress
Year 1 Spring. Lead officer: CLD Officer & Moray UHI
Target 7: We will encourage Council staff who are Gaelic learners or speakers to use the following on their email signature:

 <p>Toilichte conaltradh a dhèanamh ann an Gàidhlig no Beurla Happy to communicate in Gaelic or English</p> <p>The number of staff using the logo will be reported annually by departments.</p> <p>Years 1-5 inclusive. Lead officers: CMT/SMT</p>
<p>Target 8: We will bring together native, new and fluent speakers annually to encourage opportunities to stimulate Gaelic use and ascertain interest in a Gaelic forum.</p> <p>Years 2-5 inclusive: Lead officer: Organisational Development</p>
<p>Target 9: We will monitor any Gaelic requests via the updated equalities form, reporting annually to Bòrd na Gàidhlig</p> <p>Years 1-5 inclusive: Lead Officer: Equalities Officer</p>

For our Councillors:

<p>Target 10: We will deliver an exploring Gaelic session to all councillors and senior management to inform them of the statutory duty and the National Gaelic Plan.</p> <p>Year 1, autumn; Lead Officer: Head of Education Resources & Communities, CLD Officer, Gaelic specialist.</p>
<p>Target 11: We will report annually on the progress of the Moray Gaelic Plan after submission to Bòrd na Gàidhlig</p> <p>Years 1-5 inclusive; Lead Officer: Head of Education Resources & Communities</p>
<p>Target 12: We will create a Gaelic Champion Councillor role for the duration of the new plan who will liaise with the public, Education Officers and CLD Officer.</p> <p>Years 1-5 inclusive: Lead officer: Head of Education Resources & Communities</p>

10. Planning Context:

There are some 57 approved Gaelic Language plans in Scotland within existing public authorities. The content is honed to the functions and context of the organisation. The content does impact on Moray and the future should see a building of increased partnership work and opportunities to enhance provision as new plans are generated. These include:

Creative Scotland	https://www.creativescotland.com/resources/our-publications/plans-and-strategy-documents/gaelic-language-plan
Historic Environment Scotland	https://www.historicenvironment.scot/archives-and-research/publications/publication/?publicationId=6100001d-485b-4d0e-90ea-a94900a2db24
Crofting Commission	https://www.crofting.scotland.gov.uk/userfiles/file/openness/consultations/glp-2020-2025-draft-english-for-consultation.pdf?d=05/02/2020%2010:02:19
Scottish Forestry	https://forestry.gov.scot/publications/about-scottish-forestry/reports-and-plans/gaelic-language-plan

Scottish Funding Council	https://www.sfc.ac.uk/publications-statistics/corporate-publications/2022/SFCCP012022.aspx
Skills Development Scotland	https://www.skillsdevelopmentscotland.co.uk/media/47049/glp-2020-23_draftseptember2020.pdf
Education Scotland	https://education.gov.scot/media/uetmq4hh/draftrevisedgaeliclanguageplan202025.pdf
National Galleries of Scotland	https://www.nms.ac.uk/about-us/our-organisation/strategy/gaelic-language-plan-plana-gaidhlig/
Highland and Islands Enterprise	https://www.hie.co.uk/media/11377/draft-hie-gaelic-plan-an-ath-phlana-g%C3%A0idhlig-hie-english-version.pdf
Nature Scot	https://www.nature.scot/naturescot-launches-consultation-third-gaelic-language-plan
University of the Highlands and Islands	https://www.uhi.ac.uk/en/t4-media/one-web/university/about-uhi/facts-and-figures/publications/pdfs/gaelic-language-plan.pdf
Police Scotland	https://www.scotland.police.uk/what-s-happening/news/2021/july/police-scotland-s-gaelic-language-plan/
Sport Scotland	https://sportscotland.org.uk/about-us/our-publications/archive/draft-gaelic-language-plan-2022-2026/
Cairngorm National Park Authority	https://cairngorms.co.uk/cairngorms-national-park-authority-gaelic-language-plan-2018-2022-approved/
Scottish Qualifications Authority	https://www.sqa.org.uk/sqa/45353.html
Scottish Parliament	https://www.parliament.scot/-/media/files/gaelic/20182023-gaelic-language-plan.pdf
Visit Scotland	https://www.visitscotland.org/about-us/what-we-do/our-plans/gaelic-language-plan

Target 13: We will bring together plan owners annually for a Moray focussed sharing session to seek opportunities, learn from each other and jointly plan

Years 1-5 inclusive. Lead Officer: Corporate Gaelic Group

11. Education

Since 2017 there have been no requests for Gaelic Medium Education in Early Years; Primary and Secondary. Retention of data rules prevent us from looking further back. In 2022 there was 1 request for Gaelic Medium Education in Speyside, the pupil accessed Gaelic medium in Highland previously. Curricular support has been arranged via **e Sgoil** access. (Source: DF)

At present no Gaelic is taught in Moray schools. We are in Covid Recovery at present which means that any curriculum development is challenging due to staff absence. The 1+2 Programme has focussed on French, German and Spanish primarily with some schools offering Scots as L3.

Within English as an Additional Language there are currently 915 pupils receiving support. This represents 53 first languages being spoken of which Welsh is the only Celtic language.

There is a curriculum offer to pupils through **e Sgoil** which has been sent to our eight secondary schools as well as a video clip of an ex-pupil from Forres Academy who learned and sat National 5 and Higher Gaelic. There is a teacher Continuing Professional Learning offer through the Northern Alliance and other Gaelic agencies which has been made available to schools. This is enhanced by advertising attendance at the Moray Gaelic Group for interested teachers and members of the public. One teacher has come forward from the eight identified by the GTCS as Moray teachers who wished to learn Gaelic.

Contact has been made with Skills Development Scotland with regard to employment opportunities in Gaelic and also with the Quality Improvement Officer overseeing Gaelic Education in Aberdeenshire.

<p>Target 14: A Gaelic web landing page is being developed on professional learning and resources in collaboration with the Moray Education Learning Technologist which will be updated on an annual basis. The web page will be shared and promoted to all schools.</p> <p>Years 1-5 inclusive. Lead officer: Education Officer</p>
<p>Target 15: We will invite all schools and Early Learning and Childcare (ELC) establishments to take part in Gaelic taster sessions which will be made available to them.</p> <p>Years 2-5 inclusive. Lead Officer: Education Officer</p>
<p>Target 16: We will invite a targeted group of primary schools to pilot Gaelic activities and develop progression projects using wider accreditation opportunities. This will be reviewed annually.</p> <p>Years 1-5 inclusive. Lead Officer: Education Officer</p>
<p>Target 17: We will capture and upload case studies of learning events onto the Gaelic webpage to share experiences with all schools and ELC's.</p> <p>Years 1-5 inclusive. Lead Officer: Education Officer</p>
<p>Target 18: Pupils will be actively encouraged to attend Gaelic Skills Fairs by Skills Development Scotland</p> <p>Years 1-5 inclusive; Lead Officer: Education Officer Curriculum lead.</p>
<p>Target 19: We will issue a Moray survey to teachers, pupil support assistants, library assistants and sports staff to ascertain interest in Gaelic delivery.</p> <p>Year 2 Lead officer: Education Officer/CLD Officer</p>

12. Infrastructure:

The **Learning Estate Team** is responsible for enhancing and developing our learning estate (early year's settings and schools) in line with available budgets.

Within the current Learning Estate plan we have a new primary school in north Elgin (Findrassie) expected to be operational in 2025 and new build/major refurbishments anticipated for Buckie High School and Forres Academy towards the end of the decade. In addition, we are completing survey works across the whole of the current Learning Estate (a further 49 schools), which will identify and prioritise a refurbishment programme into the next decade.

The team will consider how Gaelic can be incorporated into signage when developing new schools, or refurbishing existing schools, in consultation with the school and wider community.

Target 20: We will consider how Gaelic signage can be incorporated into new and refurbished schools to meet the needs of local communities.

Years 1-5 inclusive Lead Officer: Learning Estate Programme Manager

13. Library & Heritage Service

The Library Service (11 libraries and 1 mobile library) now has a permanent stock of Gaelic literature, reference and learning materials. We work with the Scottish Book Trust to ensure age appropriate resources are available to those who need them and we can provide free Gaelic language support to support groups, health visitors, early years settings etc. as appropriate.

Target 21: We will rotate our Gaelic resources around our larger libraries every 6 months. We will publicise the collection as and when in each new location and refresh and renew based on demand as appropriate.

Year 1-5 inclusive Lead Officer: Principal Librarian

Target 22: We will develop and promote Gaelic activity as part of the annual library services programme for Moray Libraries Book Festival (September). We will feature at least one Gaelic event as part of the programme each year. We will produce publicity and promotional material in Gaelic

Year 2-5 inclusive; Lead Officer : Principal Librarian

Target 23: We will develop and promote Gaelic activity as part of the annual library services programme for Book Week Scotland (November). We will feature at least one Gaelic event as part of the programme each year. We will produce publicity and promotional material bi-lingually.

Years 1-5 inclusive Lead Officer: Principal Librarian

The **Heritage Centre** has statistical accounts but no other Gaelic reference books. A carved lintel stone has been found with “Biodh fiala ri choicrich,” roughly translated, “Be generous to strangers” above a doorway in Burghead. There is also a second French and Gaelic inscription that is being researched. It is over 200 years old and not listed on the Canmore site, which is an online catalogue of Scotland’s archaeology, buildings, industrial and maritime heritage. <https://canmore.org.uk/>

Target 24: We will develop a project to actively collect images of Morays Gaelic Heritage to build a data-base and share with Canmore.

Years 2-5 inclusive; Leads: Heritage Officer, Corporate Gaelic Group and partners.



14. Community Learning & Development

Our partnership CLD plan was published in 2021 with the priorities of:

- Learning for Life
- Active Citizens and Communities
- Participation and Community Voice; and
- Workforce Development

<http://www.moray.gov.uk/downloads/file138227.pdf>

Within this there are cross cutting themes of:

- Addressing the impacts of rurality and poverty
- Improving mental health and wellbeing; and
- Addressing social isolation and helping people to reconnect.

The Moray Gaelic Group was a stakeholder in the development of the new CLD plan and both the priorities and themes are relevant to Gaelic.

As the Adult and Family Learning Team has been developing provision there have been requests for Gaelic and this will be responded to within the external funds available.

Target 25: We will Continue to service the Corporate Gaelic Group, apply for external funds & report on activity and manage funding Year 1-5 inclusive; Lead: CLD Officer
Target 26: We will deliver 3 "Exploring Gaelic" sessions to staff and community groups Year 1; Lead: CLD officer and Gaelic specialist.
Target 27: We will manage a Moray programme for World Gaelic Week Year 1-5 inclusive; Lead: CLD Officer with partners
Target 28: We will seek external funding to secure a Gaelic speaking CLD worker Year 3; Lead officer: CLD Officer

15. HR Recruitment

Where Gaelic Language is an essential criteria for a post the Person Specification will specify this and the post will be advertised in Gaelic and English.

Where it is deemed desirable for a post to have Gaelic language then the post should be advertised in English.

To show our commitment it is proposed that the Vacancy Management form is amended to include the following:

1. Is Gaelic Language an essential criteria for this post
2. Is Gaelic language a desirable criteria for this post

Employee Development: Learning Gaelic

Moray Council staff will be encouraged to learn Gaelic where it would add value to their role using flexi time, lunch-times, and late starts (where practicable) to do so.

Target 29: We will amend the Vacancy monitoring form to ensure recruiting officers consider Gaelic language criteria

Year 1, Lead Officer: HR

Target 30: We will support and enable opportunities to learn Gaelic

Year 2, Lead office: HR

16. Environmental & Commercial Services

Where new or replacement signage is required the service will work with the relevant communities to establish the best options for the signage, including the potential for bi-lingual signage.

Target 31: We will ensure we take a consistent approach to the inclusion of Gaelic when implementing new or replacing existing signage.

Year 1-5 inclusive. Lead Officer: Head of Environmental & Commercial Services

Target 32: We will consider developing Gaelic initiatives linked to the development of the Moray Growth Deal, in line with the Deal's focus on Innovation from Tradition.

Year 1-5 inclusive. Lead Officer: Head of Economic Growth & Development

Target 33: We will introduce bilingual Welcome signage in our public buildings

Year 2-5 inclusive. Lead officer: Head of Environmental & Commercial Services.

17. Appendices

a) Key Gaelic national partner links:

Bòrd na Gàidhlig	Works to promote Gaelic throughout Scotland. Find information on the benefits of Gaelic education, being bilingual and your nearest Gaelic provider	https://www.gaidhlig.scot/
Fèisean nan Gàidheal	The organisation which supports the development of community-based Gaelic arts tuition festivals	https://www.feisean.org/en/
Comunn na Gàidhlig	An organisation which seeks to promote Scottish Gaelic language and culture	https://cnag.org

Comann nam Pàrant	A Gaelic parents organisation which supports a network of local groups	https://www.parant.org.uk
Comhairle nan Leabhraichean	The Gaelic Books Council is the lead organisation with responsibility for supporting Scottish Gaelic authors and publishers	https://booksfromscotland.com
An Comunn Gàidhealach	An Comunn Gàidhealach has supported the teaching, learning and use of the Gaelic language and the study and cultivation of Gaelic literature, history, music and art for over 100 years. Through the organisation and running of the Royal National Mòd and a network of provincial Mòds across Scotland, An Comunn Gàidhealach furthers the aims of supporting and developing all aspects of the Gaelic language, culture, history and heritage at local, national and international levels.	https://ancomunn.co.uk
Ainmean-Àite na h-Alba	A free database that provides a single source of authoritative information on Gaelic forms of place-names.	https://www.ainmean-aite.scot/

b) High level aims stipulated by Bòrd na Gàidhlig for Moray, and Moray Council's response

High-level Aims (proposed by Moray Council)	High-level Aims (amended by Bòrd na Gàidhlig)
High-level aims for the second edition of the Moray Council's (MC) Gaelic Language Plan.	High-level aims for the second edition of the Moray Council's (MC) Gaelic Language Plan.
Using Gaelic	Using Gaelic
MC will establish a permanent Gaelic Plan Group with representation from all departments and responsibility for development, delivery and monitoring of the Council's Gaelic language plan.	MC will establish a permanent Gaelic Plan Group with representation from all departments and responsibility for development, delivery and monitoring of the Council's Gaelic language plan.
MC will seek opportunities to develop our understanding of the cultural and heritage value of Gaelic across our different services.	MC will seek opportunities to develop our understanding of the cultural and heritage value of Gaelic across our different services.

Where opportunities arise MC will consider how Gaelic can contribute to the development and promotion of the Cultural Quarter project within the Moray Growth Deal, in line with the Deal's focus on <i>Innovation from Tradition</i> .	MC will ensure that Gaelic is included in the Moray Growth Deal in line with the Deal's focus on <i>Innovation from Tradition</i> , particularly in the areas of heritage, culture, tourism and whisky.
Learning Gaelic	Learning Gaelic
MC will undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to MC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).	MC will undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to MC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).
MC will work with partners to develop opportunities for access to Gaelic for children and young people aged 3-18, using different ways of engaging learners, including digital means. Where there is demand from families for ongoing Gaelic provision MC will ensure there is a clear plan in place and look for opportunities, where appropriate, to develop planned Gaelic learning opportunities within ELC settings and schools.	The Moray Council will offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and progressively implement this across all Secondary Schools. The Moray Council will develop an action plan with agreed targets to ensure that Gaelic as a modern language (L3) is available across primary schools in the authority.
MC will actively consult with parents and other responsible adults in the Council area to establish whether there is demand for Gaelic early years provision and Gaelic education (learner and Gaelic-medium). The top-level findings from the consultation will be shared with key stakeholders, including Bòrd na Gàidhlig.	MC will actively consult with parents and other responsible adults in the Council area to establish whether there is demand for Gaelic early years provision and Gaelic education (learner and Gaelic-medium). The top-level findings from the consultation will be shared with key stakeholders, including Bòrd na Gàidhlig.
MC will support adult Gaelic speakers and learners across the Council area.	MC will support adult Gaelic speakers and learners across the Council area.
Promoting Gaelic	Promoting Gaelic
MC will support events which highlight the present-day and traditional role of Gaelic in the area's community, arts and cultural life.	MC will support events which highlight the present-day and traditional role of Gaelic in the area's community, arts and cultural life.

c. Corporate Aims – stipulated by Bòrd na Gàidhlig for all public bodies in Scotland

Amasan airson Seirbhisean Corporra	Corporate Service Aims
Àrd Phrionnsapalan	Overarching Principles
Spèis Cho-ionann A h-uile gealladh anns a’ Phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.
Treas Partaidhean A’ dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidheatan stèidhichte gus Gàidhlig a thoirt air adhart.	Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.	Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.
Inbhe	Status
Suaicheantas Ag amas air suaicheantas corporra anns a’ Ghàidhlig agus anns a’ Bheurla a chruthachadh nuair a thig a’ chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.

Conaltradh leis a' phoball	Communicating with the public
Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	Promotion Positive message that communication from the public in Gaelic is always welcome.
Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.
Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.	Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.
Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
Fiosrachadh	Information
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users
Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.
Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.

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

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-2022 ANNUAL RETURN FORM 2021-2022

Ainm na buidhne Organisation's name	Moray Council
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	None
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	4 Via UHI/Moray Gaelic Group/
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	3 WGW; Have you Gaelic? CLD plan
Luchd-obrach Staff	Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?	70 people via our World Gaelic Week programme; 4 via Moray Gaelic Group
	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?	None

	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p>	12+
<p>Foillseachaidhean</p> <p>Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna?</p> <p>How many organisational publications have been published bilingually (Gaelic and English) this year?</p>	Two: CLD plan easy read; Equalities form now includes Gaelic
<p>Inbhe</p> <p>Status</p>	<p>Cia mheud soidhne dà-chananach a chuir am buidheann an àirde am-bliadhna?</p> <p>How many new bilingual signs has the organisation erected this year?</p>	None

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig

National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

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

How is the organisation increasing the use of Gaelic?

A staff skills audit was undertaken which highlighted some interest in Gaelic. 53 people were interested in a follow up discussion from a survey return of 251. There is also partnership work with Moray Gaelic Group and Moray College UHI who have continued to deliver a Monday night session on-line and support initiatives.

In March Moray delivered a programme for World Gaelic Week which was published bi-lingually. This included targeted sessions from early years, primary to secondary for teachers; a Gaelic place names of Moray input from Ainmean-Àite na h-Alba; Cofaidh agus Craic at the College; and 3 beginners' opportunities. 70 individual people participated in the week. Participants also received free copies of Learn Gaelic pocket resource.

As a result of this there was a programme created and broadcast by Keith Community Radio which covers Moray-wide <https://www.mixcloud.com/upload/KCR1077/world-gaelic-week-3-may-2022/complete/>

A Gaelic session has been requested from a Family Learning group and a session will be delivered in the autumn.

A further programme was made about the creation of the next Gaelic Plan and broadcast on the 13th June. <https://www.mixcloud.com/upload/KCR1077/benefit-from-advice-moray-gaelic-plan-13-june-2022/complete/>

Ionnsachadh na Gàidhlig / Learning Gaelic

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

How is the organisation increasing the learning of Gaelic?

Learners are encouraged to attend the Moray Gaelic Groups on-line sessions.

In the last month a new tutor has come forward to offer taster sessions to complete beginners in short blocks to gauge interest. We know people fall out of classes and want to try and reconnect with them. However the infrastructure for this is fragile if her personal circumstances change.

Edinburgh City have agreed to support a lunch and learn on-line pilot in the autumn.

Learner's materials are now available in the public library as well as novels and interest books which will be rotated round the Council libraries.

A'cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

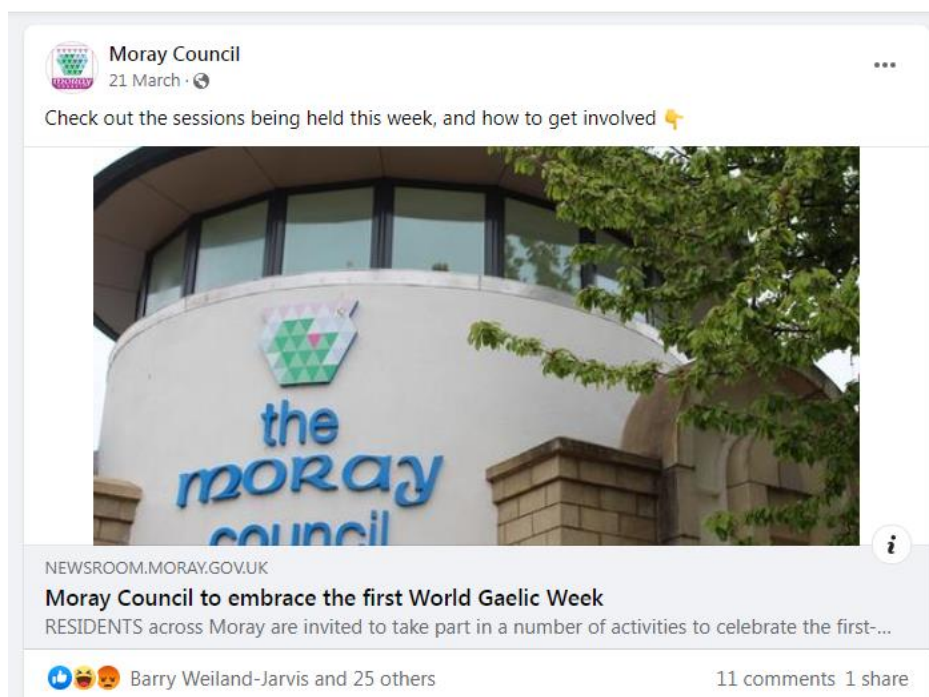
In June we had a Gaelic stand at Rotafest in Elgin, from this, one young parent came forward as an interested learner. Participants also received free copies of Learn Gaelic pocket resource.

The Adult & Family Learning team have had a request for a beginners Gaelic session too which will be delivered next term.

An initial Gaelic Bookbug session has been delivered through the Libraries.

Books were purchased from the Gaelic Books Council which have been catalogued and will be rotated round the main libraries and have advertising via social media. We now have a flag that highlights Gaelic provision which will be used at events to spark interest.

<https://newsroom.moray.gov.uk/news/moray-council-to-embrace-the-first-world-gaelic-week>



Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

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

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

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

There is no GME in Moray.

All secondary pupils are offered e sgoil as a choice. One pupil accessed this last year.

Pàrantan Corporra

Corporate Parenting

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

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

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

None at present.

<p>Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.</p> <p>Please provide information on activities or opportunities you provide for Gaelic- speaking care experienced young people.</p>
<p>We have no children at the moment who have requested Gaelic.</p>
<p style="text-align: center;">Co-ionannachd Equalities</p> <p style="text-align: center;">Bu chòir don a h-uile buidheann seo a lìonadh a-steach</p> <p style="text-align: center;">For all organisations to complete</p>
<p>An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?</p> <p>Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?</p>
<ol style="list-style-type: none"> 1. The lack of experienced tutors who are prepared to deliver classes or activities. 2. It would be helpful to have a funding stream for qualified CLD workers who are Gaelic speakers to stimulate and develop provision, plus build capacity. 3. A list of Gaelic touring companies or individuals would be helpful to promote interest in the language. 4. It would be helpful to receive "introductions" to Gaelic speakers from Gaelic organisations to help develop provision.
<p>A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?</p> <p>Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?</p>
<p>None</p>

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

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

None


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

Inbhe	Status			
Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.	RED: no movement We have used the Gaidhlig logo to promote activities and events.		
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.	AMBER: this will be agreed as and when situations arise.		
Conaltradh leis a' phoball	Communicating with the public			
Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.	Promotion Positive message that communication from the public in Gaelic is always welcome.	GREEN: as per our equal opportunities policy.		
Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litrìchean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	GREEN: albeit there will be a slight time delay.		
Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.	Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	RED: We do not provide a walk in access point. Currently there is not the staff trained to provide this service.		
Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	AMBER: If this was a need then it would be accommodated. To date this has not been requested.		

Fiosrachadh	Information			
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	AMBER: press releases through MC have gone out in English; CLD ones have been bi-lingual via social media.		
Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	RED: early days.		
An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	RED: Content of CLD plan; Education working on a page of learning resources, otherwise statutory information available.		
Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	AMBER: offer to translate is requested through equal opportunities policy		
Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh corporra uile aig deagh ìre agus gun gabh a tuigsinn	Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	RED: this would only be available through the translation service.		
Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuaidh as motha a thoirt air	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	AMBER: we have no arts development service. Partnership opportunities through Moray College CLD initiatives		

cùisean.		discussed, but no students to date. Remembering Together project raised but so far no requests.
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Luchd-obrach	Staff			
Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	GREEN: 251 respondents; 53 follow ups		
Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	GREEN, meeting held with employed development to incorporate.		
Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	GREEN, via Moray Gaelic Group		
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.	GREEN: session delayed because of new intake of councillors and availability of recommended tutor: autumn deadline		
Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority	GREEN: HR implementing new policy		
Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.	Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	AMBER: no current jobs as of yet, however discussions progressing with NQT's		

Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	AMBER: if requested
Corpas na Gàidhlig	Gaelic Language Corpus	
Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	GREEN
Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.	Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	GREEN Session delivered as part of World Gaelic Week. No requests in 2021-2022.

d) Background information on the benefits of bilingualism:

Appendix 4

- <https://www.bilingualism-matters.org/>
- <https://scilt.org.uk/Primary/Promotinglanguages/tabid/1319/Default.aspx>
- <https://www.bbc.com/future/article/20160811-the-amazing-benefits-of-being-bilingual>
- <https://www.gov.scot/policies/languages/language-learning/#:~:text=Benefits%20of%20learning%20additional%20languages&text=By%20supporting%20our%20young%20people,of%20other%20countries%20and%20cultures>