

IOMAIRT NA GÀIDHEALTACHD 'S NAN EILEAN

# AR PLANA GÀIDHLIG

2023 – 2028

Gàidhlig

Tha am plana seo air a dheasachadh fo Earrann  
3 de Achd na Gàidhlig (Alba) 2005



Highlands and Islands Enterprise  
Iomairt na Gàidhealtachd 's nan Eilean







## FACAL-TOISICH

Bhiodh e doirbh cus a ràdh mu chudromachd shòisealta na Gàidhlig mar phrìomh phàirt de chultar agus dearbh-aithne na h-Alba. Ann an seagh eaconamach, tha rannsachadh às ùr le lomairt na Gàidhealtachd 's nan Eilean agus le feadhainn eile, air dearbhadh gu bheil an cànan na mhaoin chudromach a tha comasach a chleachdadh ann am mòran diofar dhòighean gus luach a chur ri gnothachasan agus buidhnean air feadh na dùthcha.

Thar nan deicheadan bliadhnaichean mu dheireadh, tha lomairt na Gàidhealtachd 's nan Eilean air cliù dearbhte a stèidheachadh a thaobh aithne agus taic a chur ri luach cultarach is coimearsalta na Gàidhlig tro raon farsaing de ghnìomhachdan. Tha seo air a bhith a' gabhail a-steach maoinachadh susbainteach do bhuidhnean a tha air leasachadh agus libhrigeadh phrògraman a stiùireadh a tha ag adhartachadh agus a' comharrachadh a' chànain agus a' brosnachadh a chleachdaidh. Tha HIE cuideachd ag amas tasgadh agus taic a chuireadh air coimhearsnachdan far a bheil Gàidhlig ga cleachdadh gach latha.

Aig an àm cheudna, tha e fìor chudromach gun gabh sinn ceumannan gus dèanamh cinnteach gu bheil a' Ghàidhlig a' faotainn spèis agus air a chleachdadh taobh a-staigh ar buidhinn fhìn, nar dàimhean le buidhnean com-pàirteachais agus nar dèiligidhean le teachdaichean. Is e sin a tha sinn a' sireadh ri dhèanamh le seo, am plana Gàidhlig as ùire againn, a tha a-rithist a' mìneachadh amasan soilleir agus targaidean tomhasach a chleachdas sinn gus libhrigeadh a leantainn, agus dèanamh cinnteach gun coilean sinn adhartas thar nam bliadhnaichean ri teachd.

Tha am plana seo stèidhichte air trì prìomh phrionnsapalan a tha aig teis-meadhan ar gnìomhan uile mar thaic don Ghàidhlig:

- Tha co-ionannachd spèis againn do Ghàidhlig agus Beurla mar chànanan oifigeil na h-Alba.
- Gheibh luchd-obrach agus teachdaichean HIE tairgse ghnìomhach de ar seirbheisean Gàidhlig.
- Thèid cothroman do ar luchd-obrach agus ar teachdaichean air Gàidhlig a chleachdadh, a dhèanamh prìomh-shruthach san dòigh a tha sinn a' coileanadh ar gnothachais.

Tha gach aon dhiubh sin air am mìneachadh sna duilleagan a tha romhainn, còmhla ri mion-fhiosrachadh mu ciamar agus cuin a nì sinn tomhas air agus mar a chumas sinn suas adhartas.

Tha ar dealas leantainneach a thaobh na Gàidhlig buan, agus airson an fhad-ama agus leanaidh sin ga stiùireadh tro iomairtean ro-innleachdail, a' gabhail a-steach phlanaichean nàiseanta bho Riaghaltas na h-Alba agus Bòrd na Gàidhlig. Tha sinn a' coimhead air adhart ri bhith ag obair le ar buidhnean com-pàirteachais air feadh na Gàidhealtachd agus nas fhaide air falbh gus na gnìomhan a tha mìnichichte sa Phlana Gàidhlig a libhrigeadh.

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# 1. RO-RÀDH

## TUAIRISGEUL AIR IOMAIRT NA GÀIDHEALTACHD 'S NAN EILEAN (HIE)

Is e Buidheann Poblach Neo-roinneil a th' ann an HIE, maoinichte le agus cunntachail do Phàrlamaid na h-Alba agus Riaghaltas na h-Alba. Chaidh am Buidheann a stèidheachadh le Achd Pàrlamaid ann an 1990 le dleastanas de 'ullachadh, co-cheangal, adhartachadh, cuideachadh agus gabhail cheumanna os làimh airson leasachadh eaconamach is sòisealta na Gàidhealtachd 's nan Eilean'. Tha sinn ag obair mar bhuidheann leasachaidh roinneil ioma-ghnìomhach, a' frithealadh àireamh-sluaigh Gàidhealtachd is Eileanan na h-Alba le prìomh dhleastanas a tha ag amalachadh leasachadh eaconamach is coimhearsnachd. Gus ar n-àrd-amasan a libhrigeadh, tha mu 290 fastaiche àrd-eòlach aig HIE agus buidseat bliadhnaile ann an raon de £70millean.

Gu làithreach, tha sinn air ar structaradh tro sheachd Buidhnean-stiùiridh agus ochd Sgiobaidhean Sgìreil. Tha ar oifis as motha air Làrach Inbhir Nis agus oifisean eile tarsainn na roinne againn: Steòrnabhagh, Lìonaclait, Goillspidh, Inbhir Theòrsa, Inbhir Nis, Farrais, Ciorcabhal, Lèiriug, Ceann Loch Gilb, An Gearasdan, Uachdar Tìre agus Port Rìgh. Tha oifis againn cuideachd ann an Dùn Èideann agus Glaschu. Tha mòran de na làraichean sin air an co-roinn le com-pàirtichean agus co-obraichean eile san roinn phoblaich aig a bheil Plana Gàidhlig aca fhèin air dòigh.

Tha an luchd-amais do bheil sinn a' solarachadh sheirbheisean agus mar sin air a bheil am Plana Gàidhlig seo cuimsichte gu dìreach, a' gabhail a-steach prìobhaideach air an taobh a-muigh, treas iomairt is iomairt sòisealta, coimhearsnachd agus roinnean poblach nas fharsainge is com-pàirtichean, a thuilleadh air an luchd-amais air an taobh a-staigh de ar luchd-obrach fhìn agus tagraidhean obrach san amharc. Le bhith ag obair leis an luchd-amais sin uile gus tuigse do Ghàidhlig mar sho-mhaoin adhartachadh agus a thaic, a thuilleadh air solarachadh sheirbheisean, fiosrachadh, goireasan agus cothroman taobh a-staigh HIE ann an Gàidhlig, bidh sinn gu ro-ghnìomhach agus gu fosgailte a' goireasachadh, a' comasachadh agus a' toirt buaidh air cleachdadh na Gàidhlig mar sho-mhaoin le ar luchd-amais. Bheir seo seachad brosnachadh eaconamach, sòisealta, cultarach agus cànanach airson cleachdadh Gàidhlig le càch.

Bidh Gàidhlig, mar phàirt iomlan den dearbh-aithne roinneil agus mar fhòcas HIE air leasachadh stèidhichte air àite agus tuigse do luach na Gàidhlig, a' cur gu mòr ri co-chomann a tha misneachail, àrd-amasail, cumhachdaichte agus beòthail a chur air adhart sa Ghàidhealtachd agus sna h-Eileanan.

Sgrùdadh air Daoine Òga agus a' Ghàidhealtachd 's na h-Eileanan aig HIE 2018: Lorg Meudachadh Cothruim, ged a bha pròis agus cleamhnas do an coimhearsnachdan dachaigheil buailteach a bhith àrd am measg ar daoine òga, gun robh seo na b' àirde buileach am measg dhaoine òga le Gàidhlig. Tha roinn na Gàidhealtachd 's nan Eilean a' tabhann calpa daonna àrd-chàileachdail agus suidheachadh gun choimeas airson daoine sgìleil agus cruthachail a thàladh, a' toirt buannachd fharpaiseach don sgìre taobh a-staigh a' cho-theacsa eaconamach chruinneil. Ann an adhartachadh iomadachd ar cruth-tìre chànanach shaidhbhir, tha sinn ag amas air cur ris an lèirsinn de sgìre a tha na h-àite tarraingeach airson fuireach, obair, ionnsachadh agus inbheisteadh.

A thuilleadh air cuideachadh coimhearsnachdan misneachail is eadar-mheasgte a chumadh, tha Gàidhlig a' cur ri eaconamaidh na Gàidhealtachd 's nan Eilean. Bha rannsachadh roimhe a' sgrùdadh an àite a tha aig Gàidhlig ann an cur ris an eaconamaidh roinneil. Aig an àm seo de chruth-atharrachadh eaconamach, tha e cudromach tuigsinn nas fheàrr mar as urrainn do chànan, cultar agus dualchas cuideachadh le comas eaconamach fhuasgladh agus taic a chur ri iomairtean air àireamh-sluaigh a tharraing agus a ghleidhidh.

Tha HIE a' tuigsinn an riatanais reachdail an lùib leasachadh Plana Gàidhlig. Tha sinn a' creidsinn cuideachd gu bheil gach eagan de ar Plana Gàidhlig a' toirt dhuinn cothrom air mothachadh ath-ùrachadh agus ar Plana Gàidhlig ath-chuimseachadh taobh a-staigh na h-àrainneachd eagrachail a tha a' sìor atharrachadh. Faodaidh fèin-mhisneachd agus fèin-spèis mheudaichte am measg dhaoine fa leth, coimhearsnachdan agus ar daoine òga, faireachdainn na roinne de bheòthalachd is àraidheachd chultarach is chruthachail a mheudachadh; leasachadh sgìlean a bhrosnachadh, coileanadh acadaimigeach agus ùr-ghnàthachadh a phiobrachadh; agus cothromachd is co-ionannachd adhartachadh do dhiofar sluaigh is chultaran.



Cnoc Soilleir, South Uist, Outer Hebrides

## GÀIDHLIG TAOBH A-STAIGH HIE

Tha taic don Ghàidhlig aig cridhe ar dleistanais ann an leasachadh eaconamach is sòisealta don Ghàidhealtachd 's na h-Eileanan. Is e eileamaid chudromach de ar Plana Gàidhlig, togail air mar a tha an cànan ga chleachdadh gus luach eaconamach is sòisealta a chur ri measgachadh farsaing de shuidheachaidhean mar a tha air a thaisbeanadh san aithisg rannsachaidh eachdraidheil air a stiùireadh le HIE, Ar Stòras Gàidhlig (2014).

Bidh am plana seo a' ruith aig an aon àm ri ar ro-innleachd còig-bliadhna ùr a bheir ùrachadh air na lèirsinn airson na sgìre agus na tha sinn a' cur ri libhrigeadh nan àrd-amasan a tha air am mìneachadh anns an Ro-innleachd Nàiseanta airson Atharrachadh Eaconamach. Tha suidheachadh eaconamach fhathast dùbhlach, mar a tha an àrainneachd fiosaig. Ged a thathar an dùil gum feum seo roghainnean a dhèanamh, tha e cudromach gum bi ar leasachadh ro-innleachd a' coimhead a-mach chun an astar mheadhanach gus ar gnìomhachd agus prìomhachasan a stiùireadh thar nam bliadhnaichean ri thighinn agus sinn mothachail air an fheum air dèiligeadh ri suidheachaidhean làithreach.

Tha ro-innleachd HIE ag aithneachadh gun tog sinn cothrom coimhearsnachd is eaconamach bhon chànain agus an dualchas Gàidhlig a tha air leth againn. Tha e cuideachd ag aithneachadh gur e prìomh chothrom roinneil a th' ann a bhith a' meudachadh àite na Gàidhlig le mar a chuireas e ri buanachas, bun-stèidh agus dualchas. Tha obair com-pàirteachas agus co-obrachadh air a bhith na chomharradh air eachdraidh na sgìre o chionn fhada agus bidh iad deatamach ann a bhith a' coileanadh àrd-amasan roinneil agus bunaiteach ann a bhith stèidheachadh agus libhrigeadh ar ro-innleachd ùr. Mar seo, tha dealas againn a bhith ag obair còmhla ri com-pàirtichean gus na cothroman as fheàrr airson Gàidhlig a libhrigeadh airson an Ro-innleachd Nàiseanta airson Atharrachadh Eaconamach mu choinneamh a' Phlana Nàiseanta Gàidhlig ùr.

Tha dileab mhòr de thaic againn a chuidich le bhith a' cruthachadh agus cumail suas buaidh grunn bhuidhnean a bheir comas don Ghàidhlig soirbheachadh – bho bhuidhnean com-pàirteachadh leithid Comann na Gàidhlig agus An Comunn Gàidhealach, gu Oilthigh na Gàidhealtachd agus nan Eilean, Sabhal Mòr Ostaig, Fèisean nan Gàidheal is eile.

Tha sinn a' cuimseachadh gu daingeann air obrachadh le gnothachasan, iomairtean sòisealta agus buidhnean coimhearsnachd as urrainn luach eaconamach is sòisealta a thaisbeanadh tro chleachdadh na Gàidhlig mar sho-mhaoin, agus ag obair le ar com-pàirtichean gus sin a dhèanamh. Tha an eagraan seo den Phlana Gàidhlig ag amas air an àite a leasachadh agus a neartachadh barrachd a tha aig dearbh-aithne agus cultar na Gàidhlig ann an cruthachadh choimhearsnachdan beòthail agus fulangach, agus fàs eaconamach seasmhach.

Gu corporra, tha sinn a' cur luach air Gàidhlig agus ag adhartachadh a cleachdadh taobh a-staigh a' bhuidhinn. Le bhith a' solarachadh ar seirbheisean, fiosrachadh, goireasan agus cothroman tro mheadhan na Gàidhlig, tha sinn a' frithealadh ar teachdaichean Gàidhlig nan cànan fhèin, mas e sin as fheàrr leis gach neach fa leth. Tha HIE dealasach a thaobh leantainn le obrachadh com-pàirteachais ionadail, roinneil agus nàiseanta, a mheudaicheas chun na h-ìre as àirde an comas a tha comharraichte.

Tha sinn a' cur taic ri cearcall buadhach far a bheil prìomh neartan ar buidhinn còmhla ri neartan ar com-pàirtichean, a' stiùireadh na tuigse do luach na Gàidhlig mar sho-mhaoin, agus mar sin a' tarraing agus a' brosnachadh luchd-labhairt ùr agus làithreach agus a' neartachadh beòthalachd a' chànain.





Border sign, Isle of Harris and the Isle of Lewis

## GÀIDHLIG ANN AN ALBA

Tha am mapa gu h-ìosal air a chur ri chèile a' cleachdadh dàta bho Chunntas-sluaigh 2011 airson Alba air fad, agus tha sinn ag aithneachadh seo mar fhiosrachadh a thaobh na margaid do sheirbheisean agus toradh a tha gu sònraichte air an amas air luchd-labhairt na Gàidhlig. Den 57,600 neach-labhairt Gàidhlig ann an Alba, tha còrr air leth (53%, 30,300) dhiubh a' fuireach sa Ghàidhealtachd agus na h-Eileanan.

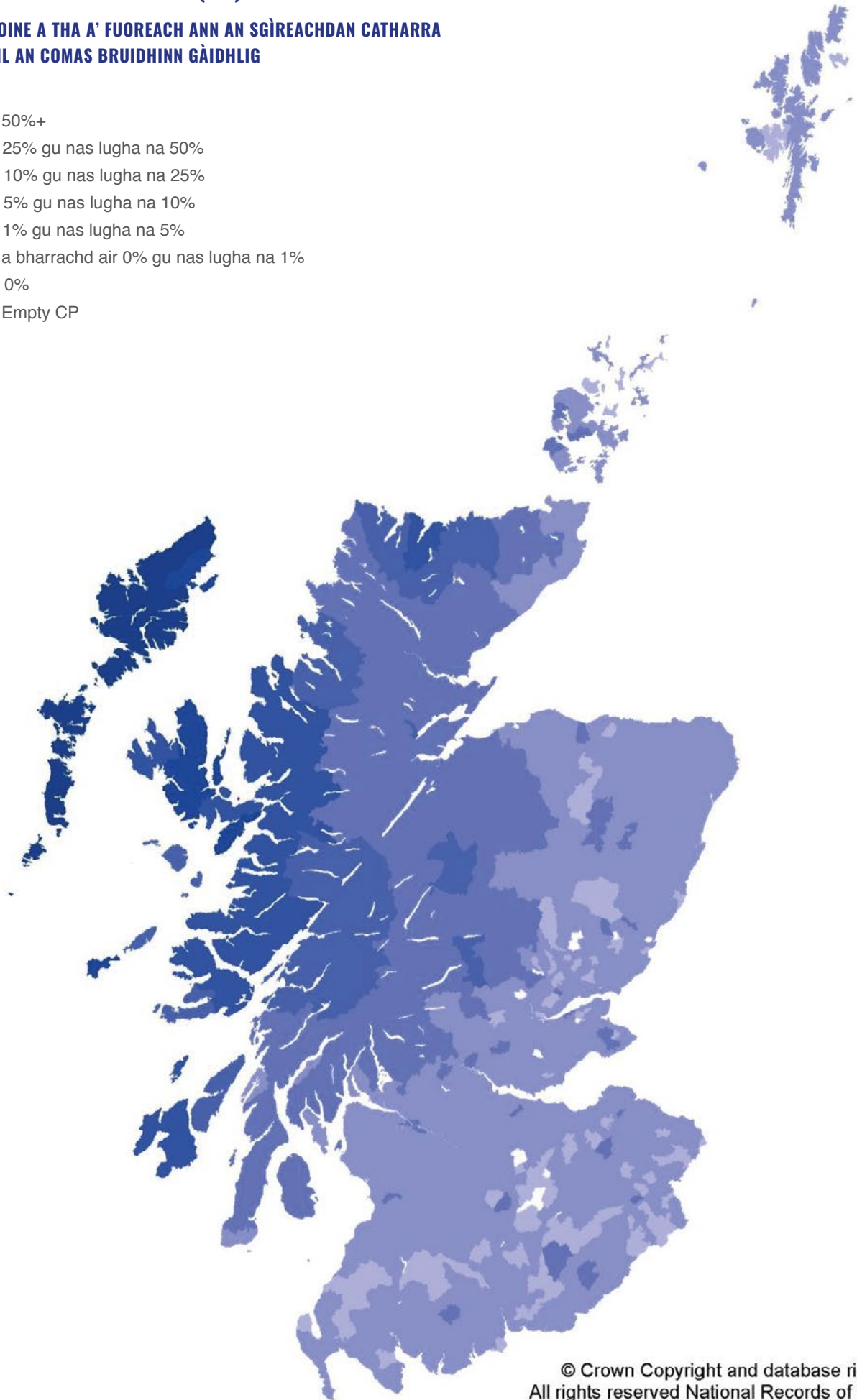
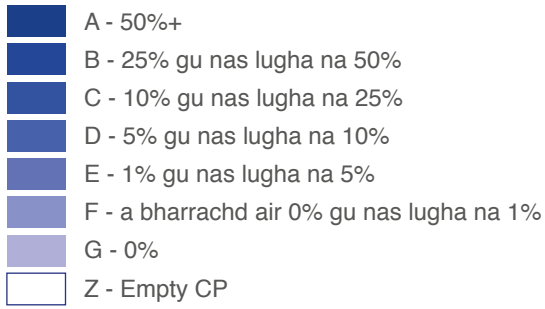
Tha sgìrean mar Innse Gall (tha Gàidhlig aig 52% den àireamh-sluaigh aois 3+) agus an t-Eilean Sgitheanach is Loch Aillse (26%) leis na dùmhlaichdan as motha de luchd-labhairt na Gàidhlig air feadh Alba, agus a' taisbeanadh nan cothroman as cudromaiche airson seirbheisean HIE a libhrigeadh ann an Gàidhlig. Tha pòcaidean ann an Taobh Siar Rois (12%) agus Loch Abar (8%) cuideachd le ìrean cuibheasach àrd de luchd-labhairt na Gàidhlig, agus tha Earra-Ghàidheal 's na h-Eileanan air àireamh de a leithid sin de sgìrean a chumail (5%). Air eileanan mar Tiriodh agus Ìle, tha a' Ghàidhlig air a' cleachdadh fada is farsaing sa choimhearsnachd agus tha iad air dualchainntean is briathrachas ionadail a ghleidheadh. Tha sgìre Linne Mhoireibh A-staigh a' gabhail a-steach àireamhan nach beag de luchd-labhairt na Gàidhlig (mu 5,700, 4% den àireamh-sluaigh aois 3+) taobh a-staigh sgìrean bhailtean le àireamhan cudromach de sgoilearan ann am foghlam tro mheadhan na Gàidhlig.

Tha àireamhan mòra de luchd-labhairt na Gàidhlig anns a' chòrr de dh'Alba, gu h-àraid cuimsichte ann an Glaschu (5,900 neach-labhairt Gàidhlig) agus Dùn Èideann (3,200) nach eil a' nochdadh aig an ìre mapaidh seo de Pharaiste Catharra. A thuilleadh air na coimhearsnachdan Gàidhlig sin agus margaidean sa chòrr de dh'Alba, tha sinn a' tuigsinn gu bheil margaidean eadar-nàiseanta ann airson bathar agus seirbheisean Gàidhlig, gu h-àraid an lùib diaspora na h-Alba. Agus bu chòir dhuinn a dhearbhadh nach eil na margaidean airson bathar is seirbheisean Gàidhlig air an cuingealachadh dhaibhsan le sgìlean Gàidhlig. Tha HIE ag aithneachadh a' chultair shaidhbhir Ghàidhlig agus an comas airson leasachadh a tha ri fhaotainn tarsainn na mòr-chuid den roinn, ach cuideachd gum bu chòir ar Plana Gàidhlig beagan sùbailteachd chruinn-eòlasach a cheadachadh.

Tha sinn a' tuigsinn gu bheil an dàta seo a-nis caran sean, ach is e an aon dealbh oifigeil as co-aimsireile de Alba air fad a tha ri fhaotainn aig an àm seo. Tha rannsachadh nas ùire air aithris tro 'The Gaelic Crisis in the Vernacular Community', cuideachd a' cleachdadh Cunntas-sluaigh 2011 agus an uair sin obair nas ùire air coimhearsnachdan ann an Innse Gall, Ceann a Tuath an Eilein Sgitheanaich agus Tiriodh. <https://www.uhi.ac.uk/en/research-enterprise/res-themes/humanities-and-arts/language-sciences-institute/publications/the-gaelic-crisis-in-the-vernacular-community/>

# SGÌREACHDAN CATHARRA (CP)

% DEN DAOINE A THA A' FUOREACH ANN AN SGÌREACHDAN CATHARRA  
AIG A BHEIL AN COMAS BRUIDHINN GÀIDHLIG



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## Bannan Paraiste Catharra (CP)

Gu h-eachdraidheil, bha Gàidhlig air a labhairt mar chiad chànan air feadh sgìre HIE, ach a-mhàin ann an Arcaibh agus Sealtainn, agus tha Gàidhlig a' leantainn aig teis-meadhan dearbh-aithne na roinne chun an latha an-diugh. Tha cunntas-sluaigh 2011 a' taisbeanadh gun robh iadsan le sgilean Gàidhlig sam bith (a b' urrainn Gàidhlig a thuigsinn, a labhairt, a leughadh no a sgrìobhadh) a' dèanamh suas mu 9% den àireamh-sluaigh aois 3 agus barrachd sa Ghàidhealtachd 's na h-Eileanan, ann an coimeas ri dìreach 1% air feadh a' chòrr de dh'Alba.

Tha an fhìor àireamh dhiubhsan le sgilean Gàidhlig na sgeulachd de sheasmhachd agus fàs a tha fada nas deimhinneach. Bha 16,489 (16,049 ann an 2001) neach le sgilean gnìomhach Gàidhlig air aithris sna h-Eileanan Siar, 16,596 (13,585 ann an 2001) sa Ghàidhealtachd agus 5,050 (4,618 ann an 2001) ann an Earra-Ghàidheal is Bòd. Feumaidh sinn feitheamh ris an anailis air a' Chunntas-sluaigh mu dheireadh gus tuigsinn a bheil na gluasadan deimhinneach sin air maireachdainn.

Air feadh Alba, chrìon an àireamh de dhaoine aois 3 agus còrr le sgilean Gàidhlig sam bith aig ìre 5.8% eadar 2001 agus 2011, bho 92,400 gu 87,100. Chrìon an àireamh de luchd-labhairt Gàidhlig cuideachd aig ìre 1.8% (bho 59,000 gu 58,000). Feumaidh sinn feitheamh airson an anailis air an ath Chunntas-sluaigh (2022) gus a thuigsinn a bheil an gluasad seo air maireachdainn.

Tha an Stiùireadh air Planaichean Gàidhlig 'tuigsinn gum bi planaichean Gàidhlig diofraichte a rèir modhan-obrach nan ùghdarrasan poblach fa leth agus far a bheil iad ag obrachadh ann an Alba agus gu bheil planaichean Gàidhlig reusanta is co-rèireach do na suidheachaidhean fa leth'. Tha sinn a' tuigsinn cuideachd buannachdan modh-obrach co-aonaichte, ag obair le com-pàirtichean gus amas is modh-obrach coitcheann a choileanadh agus a libhrigeadh.

Chan eil am Plana air dhòigh sam bith a' lùghdachadh cudromachd agus fiù seasmhachd theachdail eileamaidean eile de dhualchas cultarach is cànanach na h-Alba. Tha a' Ghàidhealtachd 's na h-Eileanan ann an Alba air a bhith gu h-eachdraidheil nan àite le cultar saidhbhir is eadar-mheasgte de chànanan, dualchainntean agus daoine. Tha dualchainnt Albannach gach sgìre leithid Arcaibh, Sealtainn, Moireibh agus Gallaibh taobh ri taobh le dualchainntean Gàidhlig Iar Thuath na Gàidhealtachd, Loch Abar, Earra-Ghàidheal agus am measgachadh de dhualchainntean ann an Innse Gall, a' dèanamh cinnteach gu bheil ar roinn a' leantainn air adhart a' faotainn tlachd à iomadachd chànanach shaidhbhir. Tha sinn ag aithneachadh cuideachd gur e sgìre ioma-chànanach taobh a-muigh chànanan traidiseanta a th' anns a' Ghàidhealtachd agus na h-Eileanan. Thathar an dòchas gum bi mothachadh agus cleachdadh nas motha don Ghàidhlig mar phrìomh mheadhan agus mar bhrosnachadh, a' dùsgadh spèis do chànanan agus do dhualchainntean eile ar roinne, fhad 's a tha sinn ag àbhaisteachadh, ag adhartachadh agus a' leasachadh na so-mhaoin shònraichte seo a th' againn ann an Gàidhlig. A thaobh seo, tha sinn cuideachd air ar Inbheistidhean Ùr-ghnàthach Gàidhlig adhartachadh mar a bhith rim faotainn airson aithne a thoirt do luach eaconamach no sòisealta a bhith a' cleachdadh nan cànanan agus dualchainntean tùsail eile nar roinn.

## ACHD NA GÀIDHLIG (ALBA) 2005

Chaidh Achd na Gàidhlig (Alba) 2005 a chur an gnìomh le Pàrlamaid na h-Alba le amas air inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh co-ionannachd spèis ris a' Bheurla.

Is e aon de phrìomh fheartan Achd 2005, an solar a' comasachadh do Bhòrd na Gàidhlig a dhèanamh riatanach do ùghdarrasan poblach gu plana Gàidhlig a dheasachadh. Chaidh an solar seo a dhealbhadh gus a dhèanamh cinnteach gum bi an roinn poblach ann an Alba gnìomhach ann an cruthachadh àm teachdail seasmhach don Ghàidhlig le bhith a' togail inbhe agus iomhaigh a' chànan agus a' cruthachadh chothroman dèanadach airson a cleachdadh.

Is e an sgrìobhainn seo Plana Gàidhlig Iomairt na Gàidhealtachd 's nan Eilean, air a dheasachadh taobh a-staigh frèam-obrach Achd na Gàidhlig (Alba) 2005. Tha e a' mineachadh mar a chleachdas sinn Gàidhlig ann an coileanadh ar dleastanasan, mar a chomaicheas sinn cleachdadh air a' Ghàidhlig ann an conaltradh leis a' phoball agus le prìomh chom-pàirtichean, agus mar a dh'adhartaicheas agus a leasaicheas sinn Gàidhlig.

Tha Plana Gàidhlig Iomairt na Gàidhealtachd 's nan Eilean air a dheasachadh ann an co-rèir ris na slatan-tomhais reachdail a tha mìnichte ann an Achd 2005 agus le aire do Phlana Nàiseanta na Gàidhlig agus Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

## PLANA NÀISEANTA NA GÀIDHLIG

Tha Iomairt na Gàidhealtachd 's nan Eilean a' cur taic ri amas Plana Nàiseanta na Gàidhlig 2018-23 gu bheil "Gàidhlig air a cleachdadh nas trice, le barrachd dhaoine agus ann an raon nas fharsainghe de shuidheachaidhean."

Tha sinn dealasach a thaobh an amais seo a choileanadh le bhith a' cuimseachadh ar n-obair air na trì cinn a leanas:-

- Meudachadh cleachdadh na Gàidhlig taobh a-staigh ar buidhinn agus a' brosnachadh barrachd dhaoine gu Gàidhlig a chleachdadh nas trice nuair a bhios iad ag eadar-chonaltradh rinne.
- Meudachadh a' chothruim do dhaoine air Gàidhlig ionnsachadh mar phàirt de ar n-obair bho latha gu latha.
- Adhartachadh iomhaigh dheimhinneach don Ghàidhlig cho tric 's as urrainn dhuinn mar phàirt de ar n-obair bho latha gu latha.

## IN-SGRÙDADH IS SUIRBHIDH AIR COMAS ANN AN GÀIDHLIG

Tha ar sgrùdadh air comas Gàidhlig air an taobh a-staigh air amalachadh a-steach do ath-sgrùdadh HR luchd-obrach agus àrd-ùrlar iomhaigh HIE. Tha seo an dà chuid a' cumail suas clàr de sgilean Gàidhlig luchd-obrach agus cuideachd amasan is ùidh dhaoine ann an leasachadh an sgilean. Mar phàirt den obair a' leantainn suas gu an eagraan seo den Phlana, dh'iarr sinn air luchd-obrach uile am pròifilean ùrachadh. Mar thoradh air an obair sin, bhon fheadhainn a fhreagair, tha fios againn gu bheil 50 co-obraiche aig a bheil ìre air choreigin de sgilean Gàidhlig, 29 dhiubhsan nan luchd-tòiseachaidh, 12 eadar-mheadhanach, 3 adhartach agus 6 fileanta.

A thaobh na h-ìre de dh'ùidh ann an leasachadh Gàidhlig, tha 63 aig a bheil beagan ùidhe, 40 le ùidh mhòr, 11 le ùidh ach gun chomas sam bith aig an àm seo, 66 aig nach eil mòran ùidhe agus 46 aig nach eil ùidh idir.

Tha am Plana againn air a thogail air suirbhidh a chaidh a choileanadh air an luchd-obrach uile o chionn ghoirid agus am beachdan a thaobh taic, a' togail air còig phrìomh raointean: ceannardas, sgilean is ionnsachadh, conaltradh is innealan a-staigh agus a-muigh, modhan-obrach le targaid agus co-theacsa leasachaidh iomlan nas fharsainghe.

Bu choir a thoirt fa-near, ged a tha seo a' nochdadh nan comas an a th' ann an-dràsta, gu bheil lìbhrigeadh a' Phlana Ghàidhlig an urra ris a' bhuidheann air fad mar phàirt de lìbhrigeadh ar raon-ùghdarras eaconamach is sòisealta.

## CO-CHOMHAIRLEACHADH AIR AR PLANA GÀIDHLIG

Tha an Achd 2005 ga dhèanamh riatanach do dh'ùghdarrasan poblach co-chomhairleachadh a dhèanamh air am Plana Gàidhlig mus cuir iad a-steach e gu Bòrd na Gàidhlig.

Bha ar co-chomhairleachadh poblach a' ruith eadar 6 Dùbhlachd 2021 agus 11 Gearran 2022. Chaidh a' cho-chomhairle fhoillseachadh gu dà-chànanach tro dhòigh-obrach ioma-thaobhach, a' gabhail a-steach:

- Co-chomhairleachadh poblach – an toiseach a' cleachdadh fios naidheachd dà-chànanach, an làrach-lìn againn le brataichean sanasachd air an duilleag aghaidh, na seanailean meadhanan sòisealta againn a' brosnachadh com-pàirteachais.
- Conaltradh cuimsichte tro phost-d bhon Cheannard againn gus am Phlana againn a chomharrachadh gu for-ghniomhach agus cuireadh a thoirt do phrìomh luchd-ùidh beachdan a thoirt seachad agus mar phàirt de chonaltradh teachdaiche
- Lìonraidhean/Buidhean Roinneil eile – a' gabhail a-steach GMor, fòraman eile agus Fearann Coimhearsnachd Innse Gall

Leis gun do dhùin an ùine co-chomhairleachaidh air 11 Gearran 2022, bha sinn toilichte naoi (9) freagairtean fhaighinn air ais.

Mhìnich sinn air an fhios-air-ais a fhuair sinn agus tha sinn riarraichte gu bheil geallaidhean a' Phlana, mar a tha sinn air an taisbeanadh, a' toirt cothrom dhuinn co-obrachadh le luchd-ùidhe iomchaidh agus ar miannan airson Gàidhlig san roinn a lìbhrigeadh agus mar sin cha robh feum air atharraichean sam bith.

Ferry Terminal, Stornoway, Calmac Ferry, Lewis, Outer Hebrides







Isle of Lewis, Outer Hebrides

## 2. PRÌOMH PHRIONNSAPALAN

### SPÈIS CO-IONANN

Fo chumhachan Achd 2005, tha Bòrd na Gàidhlig ag obrachadh le amas air inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh co-ionannachd spèis ris a' Bheurla, agus mar sin tha am Bòrd a' dùileachadh gun taisbean ùghdarrasan poblach nam planaichean mar a thèid am prionnsapal a choileanadh agus a chumail suas ann an da-rìribh.

Bidh HIE a' dèanamh cinnteach far a bheil Gàidhlig an sàs mar phàirt de ar n-obrachadh agus ar seirbheisean, nì sinn cinnteach gu bheil iad de dh'ìre agus de càileachd cho-ionann ris an fheadhainn a tha sinn a' solarachadh ann am Beurla.

### TAIRGSE GHNÌOMHACH

Bheir HIE tairgse ghnìomhach air ar seirbheisean do ar cosnaichean agus don phoball. Bidh seo a' dèanamh cinnteach far a bheil seirbheisean Gàidhlig gan dèanamh ruigsinneach leinne, tha luchd-cleachdaidh Gàidhlig gan dèanamh mothachail gu bheil iad ann, agus thathar gam brosnachadh gu gnìomhach air an cleachdadh.

Bheir seo an t-uallach air falbh bho gach neach fa leth an t-seirbheis iarraidh agus bheir e misneachd do luchd-cleachdaidh Gàidhlig a bhith cinnteach gun tèid am feumalachdan a choileanadh, mas e sin an roghainn.

Bidh HIE a' dèanamh cinnteach gu bheil ar seirbheisean Gàidhlig cho ruigsinneach ri ar seirbheisean Beurla.

### PRÌOMH-SHRUTHADH

Bidh HIE a' dèanamh cinnteach gu bheil cothroman air Gàidhlig a chleachdadh leis a' phoball agus leis an luchd-obrach againn air àbhaisteachadh, mar thaic do dh'amas Plana Nàiseanta na Gàidhlig 2018-23 gum bi Gàidhlig ga cleachdadh nas trice, le barrachd dhaoine agus ann an raon nas fharsainge de shuidheachaidhean.

# 3. DEALASAN A' PHLANA

## AMASAN ÀRD-ÌREIL

### MEUDACHADH CLEACHDADH NA GàIDHLIG

Amas àrd-ìreil	A' tuigsinn ma tha Gàidhlig gu bhith soirbheachail gum feumar coimhearsnachdan soirbheachail, gum bi HIE a' neartachadh saothair cho-obrachail ann am prìomh choimhearsnachdan, ag amas air iad sin a dhèanamh nas tarraingiche agus nas fhulangaiche a thaobh gleidheadh dhaoine òga agus àireamh-sluaigh, còmhla ri fàs is cosnadh.
Buil ion-mhiannaichte	Obair nas èifeachaiche stèidhichte air àite a tha a' toirt an fheum as fheàrr à co-obrachadh luchd-ùidhe, beachdan is prìomhachasan nan daoine san àite, na so-mhaoinean a tha rim faotainn, gabhail ri cothroman agus freagairtean do dhùbhlain, uile a' leantainn gu tarraingeachd agus fualangas nas motha.
Cleachdadh làithreach	<p>Cur taic ri leasachadh air iomairtean sòisealta agus gnothachasan a' taisbeanadh modal gnothachais obrachail co-cheangailte ri solar sheirbheisean, a' brosnachadh fàs air Gàidhlig mar sho-mhaoin sòisealta is eaconamach, leis an tarraingeachd dhi-beathte air daoine a leanas sin, gu h-àraid daoine òga agus gnìomhach gu h-eaconamach, chun a' chànain.</p> <p>Ag adhartachadh agus a' dèanamh cinnteach gu bheil beachdachadh iomchaidh ga thoirt do chothroman leasachaidh taobh a-staigh nam planaichean a tha a' tighinn a-mach à coimhearsnachdan a tha a' com-pàirteachadh.</p> <p>Toirt taic agus fiosrachadh do bhuidhnean coimhearsnachd agus do dh'iomairtean sòisealta a' cleachdadh Gàidhlig mar sho-mhaoin tro neartachadh ar coimhearsnachdan agus ar n-obair ann an raointean cugallach.</p> <p>Leanaidh sinn air adhart a' strì ri targaidean a ghabhail a-steach co-cheangailte ris a' Phlana, mar a bhios iomchaidh taobh a-staigh Phlanaichean Leasachaidh Buil Ionadail Com-pàirteachas Planaidh Coimhearsnachd, le ar com-pàirtichean san roinn phoblaich.</p> <p>Glacadh ghnìomhan nar planaichean roinneil, gu h-àraid sna Gnìomhachasan Cruthachail, Bìadh is Deoch, na roinnean Turasachd, a tha a' cur taic ri tuigse do luach na Gàidhlig.</p>
Gnìomhan a dhìth	<p>Leanaidh sinn air adhart a' libhrigeadh ar modh-obrach leasachaidh stèidhichte air àite, ag àrdachadh mothachadh do bheachdachaidhean agus chothroman co-cheangailte ri in-gabhail, neoini lom, tarraing agus gleidheadh àireamh-sluaigh, cànan is cultar na Gàidhlig a tha a' cur taic ri seasmhachd eaconamach is sòisealta agus sunnd. [Tha an gnìomh seo buntainneach do bharrachd air aon amas Àrd-Ìreil, agus air ainmeachadh an àite eile].</p> <p>Daingneachadh àiteachan prìomhachais far a bheil Gàidhlig na h-eileamaid chudromaich de na so-mhaoinean ris am bi an obair againn stèidhichte air àite a' cur taic, le iomradh air sònaichean ath-shluaghachaidh COHI, a' gabhail a-steach Uibhistagus Tiriodh is Cola.</p> <p>* Leantainn air adhart a' leasachadh chothroman gus eileamaidean de ar prògram taic Ghnìomhachasan Cruthachail a libhrigeadh ann an Gàidhlig, gus Gàidhlig a chur an aithne do lionraidhean eadar-nàiseanta, agus na cothroman a tha Gàidhlig a' tabhann gu coimearsalta adhartachadh. Susbaint chuspairean neo-Ghàidhlig a chur an aithne ann an Gàidhlig.</p> <p>** Obrachadh le com-pàirtichean gus stòrasan goireasach a tharraing còmhla, a tha a' cur taic ri tionnsgaineachd le Gàidhlig a chur ann an acainn ioma-ruigsinneach agus faotainneachd na Gàidhlig fhollaiseachadh fada is farsaing. Beàrnan sam bith san t-solar no cothroman ùra a chomharrachadh agus obrachadh le com-pàirtichean gus dèiligeadh riutha sin. [Tha an gnìomh seo buntainneach do bharrachd air aon amas Àrd-Ìreil, agus air ainmeachadh an àite eile].</p> <p>** Com-pàirteachadh gu h-eadar-nàiseanta le buidhnean coileantach eile gus deagh chleachdadh ann an raointean a rannsachadh, leithid stèidhichte air àite, planaichean coimhearsnachd agus cànan mar phàirt de ath-bheòthachadh eaconamach.</p>
Ceann-latha amasail	Leanaidh sinn oirn a' beachdachadh air a' Ghàidhlig mar phàirt den dòigh obrach againn a thaobh leasachadh coimhearsnachd stèidhichte air àite agus mar chothrom cuimsichte a sholarachadh do phrìomh roinnean air bunait for-ghnìomhach. /+ ro dheireadh an Ògmhios 2024.
Uallach	Manaidsearan Sgìreil / *Ceannard nan Gnìomhachasan Cruthachail / ** tbc



Amas àrd-ireil	Leanaidh HIE a' co-obrachadh air libhrigeadh Plana Nàiseanta na Gàidhlig tro bhith an sàs gu gnìomhach leis an iomairt Ìre Adhartais nas Luaithe.
Buil ion-mhiannaichte	Tha HIE na chom-pàirtiche èifeachdach agus buadhach ann an tuigsinn Ìre Adhartais nas Luaithe' agus an ath Phlana Gàidhlig Nàiseanta.
Cleachdadh làithreach	Tha HIE a' cur ri Com-pàirteachas Nàiseanta a bhith a' leasachadh ro-innleachd airson taic do chleachdadh na Gàidhlig sa margaid obrach ann an sgìre HIE, ann an co-obrachadh le buidhnean poblach is prìobhaideach eile.  Ag obair le com-pàirtichean, gu h-àraid an Roinn Phrìobhaideach, Ùghdarrasan Ionadail, Leasachadh Sgìlean na h-Alba agus Bòrd na Gàidhlig, gus taic a chur ri mothachadh do chothroman dreuchdail a' cleachdadh Gàidhlig, agus Ro-innleachd Leasachaidh an Sgioba-obrach Òig.
Gnìomhan a dhìth	Dèanamh cinnteach tro làthaireachd HIE gu bheil a' beachdachadh air Gàidhlig mar a tha sinn a' conaltradh ri diofar luchd-ùidhe agus buidhnean ro-innleachd.  A' stiùireadh gu h-èifeachdach mar a bhios iomchaidh, agus a' cur ri Sruthan-obrach nàiseanta Ìre Adhartais nas Luaithe:  <ul style="list-style-type: none"> <li>■ Com-pàirt Coimhearsnachd</li> <li>■ Eaconamaidh is Margaid Obrach</li> <li>■ Com-pàirteachadh is ùr-ghnàthachadh mheadhanan didseatach</li> <li>■ Sruth-obrach Turasachd is Cultair</li> </ul> <p>Cur taic ri agus a' fiosrachadh an leasachaidh air an ath Phlana Gàidhlig Nàiseanta</p>
Ceann-latha amasail	Leanaidh sinn oirnn a' co-obrachadh air libhrigeadh Plana Cànain Nàiseanta na Gàidhlig agus iomairtean co-cheangailte ris tro bheatha a' Phlana seo agus às a dhèidh.
Uallach	Ceannard Planaidh is Com-pàirteachasan / Manaidsear Sgìreil Innse Gall

Amas àrd-ireil	Bidh cùmhnantan Gàidhlig air an gabhail a-steach far an gabh sin a dhèanamh, a thaobh taic ionmhasail bho HIE. Nas coltaiche a bhith ann an roinnean sònraichte leithid gnìomhachasan cruthachail, biadh is deoch agus turasachd.
Buil ion-mhiannaichte	Far a bheil e iomchaidh, a' neartachadh nas motha togail air cleachdadh na Gàidhlig tro ghnìomhadh air cumhachan ann an oidhirpean laghail HIE agus ann am buileachadh air cùmhnantan treas phàrtaidh.
Cleachdadh làithreach	Far a bheil e iomchaidh, nuair a tha HIE a' tairginn obrach, tha sinn a' brosnachadh chunnradairean treas phàrtaidh gu beachdachadh dligheach a dhèanamh air cleachdadh na Gàidhlig, agus mar as urrainn dhaibh cur ri slàinte theachdail a' chànain tro innleachd clàs shochairan coimhearsnachd.
Gnìomhan a dhìth	Cùmhnantachd na Gàidhlig a ghabhail a-steach airson gach eadar-theachd a tha a' cur ris an tomhas againn, 'Àireamh de phròiseactan a' cur taic ris an Eaconamaidh Ghàidhlig'.  Gabhaidh sinn a' Ghàidhlig a-steach mar chuspair a dh' fhaodar a thaghadh airson pròiseactan iomchaidh san t-siostam stiùiridh phròiseactan againn.  Far a bheil HIE a' maoinachadh oifigearan leasachaidh coimhearsnachd taobh a-staigh choimhearsnachdan Gàidhlig (mar a tha measaichte le HIE), thèid cumhachan Gàidhlig iomchaidh a chur nan àite, agus Gàidhlig a gabhail a-steach ann an seagh brìgheil do phlana na coimhearsnachd.
Ceann-latha amasail	Ag adhartachadh tro bheatha a' Phlana
Uallach	Oifigearan pròiseict buntainneach agus ùghdarrasan tiomnaichte.

Amas àrd-ìreil	Thèid brosnachadh agus taic a thoirt do chleachdadh na Gàidhlig mar sho-mhaoin gu buannachd ghnòthachasan, gu h-àraid ann an roinnean turasachd, gnìomhachasan cruthachail agus roinnean bìdh is dibhe.
Buil ion-mhiannaichte	Barrachd obrachaidh stèidhichte san àite-obrach a tha a' toirt an fheum as fheàrr à co-obrachadh luchd-ùidhe, na beachdan agus prìomhachasan acasan a tha san àite, na so-mhaoinean a tha rim faotainn, gabhail chothroman agus freagairtean do dhùbhlain, uile a' leantainn gu tarraingeachd agus fulangas nas àirde.
Cleachdadh làithreach	<p>Cur taic ri leasachadh air iomairtean sòisealta agus gnothachasan a' taisbeanadh modal gnothachais ion-obrachail co-cheangailte ri solar sheirbheisean a tha a' brosnachadh fàs air a' Ghàidhlig mar sho-mhaoin shòisealta is eaconamach, leis an tarraingeachd dhi-beathte air daoine a leanas sin, gu h-àraid daoine òga agus gnìomhach gu h-eanamach, chun a' chànain.</p> <p>Stiùireadh obair com-pàirteachais le ar com-pàirtichean nàiseanta, gus luach na Gàidhlig mar sho-mhaoin eaconamach agus shòisealta, a thuigsinn.</p> <p>Cleachdadh anailis air na toraidhean rannsachaidh agus eisimpleirean a' tighinn am bàrr de dheagh chleachdadh gus luchd-dèiligidh a bhrosnachadh gu beachdachadh, ann an co-bhonn le Ceannardan Sgioba Fàs Roinne buntainneach, air mar a ghabhas Gàidhlig a cur an sàs san dòigh as èifeachdaiche sna h-obrachaidhean aca gus cothroman is buannachdan ùra a chruthachadh, gu h-àraid ann an roinnean Ghnìomhachsan Cruthachail, Biadh is Deoch, agus Turasachd.</p>
Gnìomhan a dhìth	<p>Tasglann de shusbaint ùr a leasachadh a tha</p> <p>a) a' solarachadh artaigilean/bhidio/blogaichean is eile ann an Gàidhlig ach co-cheangailte ri cuspairean gnothachais no leasachaidh – m.e. mar a tha fìorachas meudaichte ga chleachdadh gus gailearaidhean agus taighean-tasgaidh adhartachadh, buaidh Netflix agus an eag-shiostam sruthaidh.</p> <p>b) taobh a-muigh gnìomhachais, a' mìneachadh far am faic iad cothroman coimearsalta don Ghàidhlig m.e. co-thìmeachadh – solar ciùil is òrain Ghàidhlig (Gàidhlig agus neo-Ghàidhlig), TBh, film, sanasan, geamannan, is eile.</p> <p>c) cleachdadh na Gàidhlig gu làithreach mar sho-mhaoin coimearsalta m.e. an obair com-pàirteachaidh le teachdaichean air-loidhne air a leasachadh le Julie Fowles agus an cothrom air a chruthachadh le àrd-ùrlaran cùl-taic mar Patreon.</p> <p>d) Pìosan naidheachdan co-cheangailte ri Gàidhlig.</p> <p>Ag obrachadh le com-pàirtichean gus goireasan a tha rim faotainn a thionail, a tha a' cur taic ri tionnsgaineachd le Gàidhlig gu bhith na acainn ruigsinneach agus fhaotainneachd fhollaiseachadh fada is farsaing. Beàrnan sam bith san t-solar no cothroman ùra a chomharrachadh agus obrachadh le com-pàirtichean gus dèiligeadh riutha sin. [Tha an gnìomh seo buntainneach do bharrachd na aon anmas Àrd-Ìreil, agus air ainmeachadh ann an àite eile].</p>
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna.
Uallach	Ceannard Ghnìomhachsan Cruthachail agus feadhainn eile rin dearbhadh



## ADHARTACHADH ÌOMHAIGH DHEIMHINNEACH DEN GHÀIDHLIG

Amas àrd-ireil	Bidh HIE a' leasachadh agus ag adhartachadh dealas ro-innleachdail a tha a' togail air an tabhartas a thaobh fàs air cleachdadh na Gàidhlig ann an coimhearsnachdan nan eilean agus coimhearsnachdan dùthchail, mar thaic do sheasmhachd agus sunnd eaconamach is sòisealta.
Buil ion-mhiannaichte	Gàidhlig a bhith air a faicinn mar a bhith a' cur gu cudromach ri èifeachdas fulangais eaconamach agus sòisealta stèidhichte air àite, agus seasmhachd is sunnd ann an àiteachan iomchaidh.
Cleachdadh làithreach	A' leantainn air adhart a' gabhail pàirt ghnìomhach agus thaiceil ann an oidhirpean air tabhartas na Gàidhlig a thaobh ar n-ealain nàiseanta a mheudachadh, a' tuigsinn luach a bhith ag àbhaisteachadh na susbaint Ghàidhlig anns an roinn ealain sa phrìomh-shruth.
Gnìomhan a dhìth	Dèanamh cinnteach gu bheil na cothroman tro Ghàidhlig mar sho-mhaoin eaconamach is shòisealta, nar n-inbheistidhean ro-innleachdail agus cudromach a' gabhail a-steach leasachaidhean bun-structair agus Aonta Fàis, far a bheil e comasach.  Leantainn air adhart a' libhrigeadh ar modh-obrach stèidhichte air àite gu leasachadh, ag àrdachadh mothachadh do bheachdachaidhean is chothroman co-cheangailte ri in-ghabhail, neoini lom, tarraing agus gleidheadh àireamh-sluaigh, cànan agus cultar na Gàidhlig a tha a' cur taic ri seasmhachd agus sunnd eaconamach is sòisealta. [Tha an gnìomh seo buntainneach do bharrachd na aon anmas Àrd-Ìreil, agus air ainmeachadh ann an àite eile].  Com-pàirteachadh agus com-pàirt bhrìgheil – a' comasachadh luchd-dèiligidh gu gnìomhachdan com-pàirteachaidh a chruthachadh an dà chuid gu pearsanta agus bhiortail, le mean-fhàs air modalan libhrigidh gnothachais is seirbheis às dèidh COVID, agus le Neoini Lom a' toirt buaidh air siubhal agus com-pàirteachadh.
Ceann-latha amasail	Am Màrt 2024
Uallach	Ceannard Planaidh agus Com-pàirtichean

Amas àrd-ireil	Bidh rannsachadh Ar Stòras Gàidhlig air ùrachadh aig an àm as fheàrr
Buil ion-mhiannaichte	Dèanamh cinnteach gu bheil leasachadh poileasaidh agus fuasglaidhean stèidhichte air àite a' faotainn taic bho bhunait fianais làidir, a bhios a' cuideachadh le cothroman do chànan, cultar agus dualchas na Gàidhlig a mheudachadh chun na h-ìre as àirde, taobh a-staigh frèam-obrach nas leatha de leasachadh eaconamach a tha seasmhach agus in-ghabhalach.
Cleachdadh làithreach	Far a bheil e iomchaidh, a' glacadh no a' toirt buaidh air glacadh chomasachdan na Gàidhlig ann an rannsachadh suirbhidheach (an dà chuid fèin-làimh agus co-obrachail) gus comas anailiseach a leudachadh agus dèanamh cinnteach gun gabh beachdan agus eòlasan luchd-labhairt na Gàidhlig a bhith air an tarraing a-mach. Tha eisimpleirean de seo a' gabhail a-steach Daoine Òga sa Ghàidhealtachd 's na h-Eileanan: Meudachadh Cothruim (2018) agus Suirbhidh Plana Nàiseanta nan Eilean (2021).  Ag ùisneachadh toraidhean an rannsachaidh airson luchd-dèiligidh fhiosrachadh mu dhòighean sam faod Gàidhlig cur gu dearbhach ri an obrachaidhean gnothachais agus margaideachd, gus taic a chur ri cruthachadh chothroman agus buannachdàn ùra.  Taic do chleachdadh ùr-ghnàthach air Gàidhlig mar sho-mhaoin air a phrìomh-shruthadh taobh a-staigh thasgaidhean fo ùghdarras HIE.
Gnìomhan a dhìth	Rannsachadh a ghabhail os làimh gus àite cànan, cultair agus dualchais a sgrùdadh ann an cur taic ri leasachadh stèidhichte air àite.  Cur ri Clàr-obrach Rannsachaidh Nàiseanta na Gàidhlig gus fiosrachadh agus taic a thoirt do phoileasaidh agus gnìomh, mar chuideachadh do leasachadh eaconamach is sòisealta stèidhichte air àite.
Ceann-latha amasail	Ron Mhàrt 2024
Uallach	Àrd-Mhanaidsear Rannsachaidh

## AMASAN SEIRBHEIS CORPORRA

### INBHE

Buil Ion-mhiannaichte	<b>Suaicheantas agus Brannd</b> – Tha suaicheantas corporra agus branndadh HIE a’ nochdadh cho follaiseach sa tha an dà chuid Gàidhlig agus Beurla.
Cleachdadh làithreach	<p>Tha HIE aithnichte mar lomairt na Gàidhealtachd 's nan Eilean. Chan eil ann ach aon suaicheantas HIE, agus tha e dà-chànanach le follaiseachd cho-ionann air a thoirt do Ghàidhlig agus Beurla.</p> <p>Bidh sinn a’ cumail sùil air in-chorpachadh na Gàidhlig gu follaiseach mar a bhios iomchaidh, ann an stuth margaideachd, pàipearachd, tachartasan, taisbeanaidhean agus coinneamhan poblach HIE uile, (a thuilleadh air cleachdadh an t-suaicheantais dhà-chànanach).</p> <p>Bidh bileag ghearanan HIE an-còmhnaidh ri faotainn ann an Gàidhlig no gu dà-chànanach.</p>
Gnìomhan a dhìth	Lean air adhart a’ brosnachadh agus a’ cleachdadh suaicheantas dà-chànanach HIE anns a h-uile conaltradh bhon taobh a-muigh agus conaltradh a-staigh mar a bhios cothroman ann.
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna
Uallach	Ceannard Margaideachd is Chonaltraidhean

Buil Ion-mhiannaichte	<b>Soidhneachd</b> – Bidh soidhneachd fhollaiseach a’ gabhail a-steach Gàidhlig agus Beurla mar phàirt de phròiseas ath-ùrachaidh sam bith.
Cleachdadh làithreach	<p>Tha spèis cho-ionann ga thaisbeanadh do Ghàidhlig agus Beurla mar a tha soidhneachd ga ath-ùrachadh.</p> <p>Meudachadh ìomhaigh na Gàidhlig aig làraichean HIE agus tarsainn HIE, a’ taisbeanadh co-ionannachd spèis do Ghàidhlig agus Beurla air bunait ùr no ionadachaidh.</p> <p>Dèanamh cinnteach gu bheil spèis cho-ionann ga nochdadh do Ghàidhlig le bhith ro-ghnìomhach ann an toirt buaidh air gabhail ri co-ionannachd spèis don Ghàidhlig san roinn phoblaich aig làraichean inbheistidh a tha cudromach gu sgìreil m.e. Làrach Inbhir Nis, An Lòchran. *</p>
Gnìomhan a dhìth	Lean air adhart a’ brosnachadh agus a’ cleachdadh suaicheantas dà-chànanach HIE anns a’ h-uile soidhne airson àiteachan agus làraich.
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna
Uallach	Stiùiriche Bun-structar Gnothachais /*Manaidsearan thasgaidhean cudromach HIE



Buil ion-mhiannaichte	<b>Adhartachadh</b> – Teachdaireachd dheimhinneach gu bheil conaltradh bhon phoball ann an Gàidhlig an-còmhnaidh di-beathte.
Cleachdadh làithreach	<p>Tha Plana Conaltraidh HIE a' cur cuideam air mar a tha sinn a' cleachdadh na Gàidhlig nar conaltradh air fad agus tha a' Ghàidhlig air a h-àbhaisteachadh taobh a-staigh Stiùireadh Brannadh HIE le inbhe cho-ionann.</p> <p>Tha sinn a' follaiseachadh gu bheil sinn a' cur fàilte air tagraidhean, ceistean, litrichean conaltraidh, gearanan agus foirmean ann an Gàidhlig le modhan-obrach mar thaic don seo, a' dèanamh cinnteach gu bheil an ùine freagairt do cheistean ann an Gàidhlig co-ionann ri sin ann am Beurla.</p> <p>Cumail suas liosta de luchd-obrach a tha deònach agus comasach air ceistean a ghiullachd ann an Gàidhlig sa chiad àite. Bidh an liosta seo ri fhaotainn le luchd-obrach.</p> <p>Tha an luchd-obrach uile gam brosnachadh gu cairtean gnothachais agus ainmean-sgrìobhte dà-chànanach a chleachdadh, gus cleachdadh faicsinneach air a' chànan adhartachadh leis an luchd-obrach uile. Nì eadar-theangachadh air tiotalan luchd-obrach agus òrdachadh a tha furasta don neach-dèiligidh, seo nas fhasa.</p> <p>Tha sinn a' brosnachadh agus a' comasachadh cleachdadh air a' Ghàidhlig le luchd-obrach, a' gabhail a-steach:</p> <p>comas Gàidhlig ann am pròifilean luchd-obrach; sreath-cinn dà-chànanach ag aithris gu bheil sinn a' cur fàilte air conaltraidhean ann an Gàidhlig agus Beurla, ann am foillseachaidhean agus puist-d luchd-obrach uile: tro liosta de dh'abairtean coitcheann eadar-theangaichte a tha air an roinn le luchd-ùidhe; tha luchd-obrach le sgilean Gàidhlig air am brosnachadh gu 'G' a chur ri an ainm-sgrìobhte; goireasan cànan, ann an cruth fiosaigeach agus eileagtronaigeach, agus cothrom air seirbheisean leithid eadar-theangachadh agus dearbh-leughadh.</p> <p>Tha Gàidhlig a-nis air a gabhail a-steach gu follaiseach ann an àrdaichearan, sgrionaichean fàilte, duilleagan eadra-lìn agus ainmean-sgrìobhte eileagtronaigeach.</p> <p>Bho àm gu àm bithear a' foillseachadh choileanaidhean air prìomh chlachan-mìle, tachartasan agus gnìomhachdan a tha buntainneach don Phlana seo. Co-chomhairleachadh le earrann luchd-cleachdaidh na Gàidhlig aig HIE mu an eòlasan a' cleachdadh sheirbheisean/ghoireasan HIE, agus a' comasachadh don fhiosrachadh air ais aca ar tairgse Ghàidhlig a chumadh.</p>
Gnìomhan a dhìth	Mar phàirt den phlana gnìomhachaidh bliadhnail againn, bidh gnìomhan conaltraidh air an taobh a-staigh agus air an taobh a-muigh air an gabhail a-steach gus cleachdadh na Gàidhlig a bhrosnachadh thar gach modh conaltraidh co-cheangailte ri cuspairean iomchaidh.
Ceann-latha amasail	Ron Mhàirt 2024
Uallach	Buidheann a' Phlana Ghàidhlig

Buil ion-mhiannaichte	Conaltradh Sgrìobhte – Gabhar an-còmhnaidh ri conaltradh sgrìobhte ann an Gàidhlig (tron phost, post-d agus meadhanan sòisealta) agus thèid freagairtean a thoirt ann an Gàidhlig ann an co-rèir ri poileasaidh coitcheann.
Cleachdadh làithreach	<p>Ann a bhith a' coimiseanadh obair eadar-theangachaidh Ghàidhlig, bidh HIE a' cleachdadh eadar-theangairean le cliù dearbhte agus ìre àrd de ealantas.</p> <p>Am measg suidheachadh IT coitcheann HIE, tha sgrùdaire litreachaidh Gàidhlig le comas air sràcan a chur air litrichean.</p>
Gnìomhan a dhìth	Comharraich an tairgse seo ann an dòigh nas for-ghnìomhachd agus nas cunbhalaiche tro shianalan lìn agus meadhanan sòisealta.
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna.
Uallach	Ceannard Margaideachd is Chonaltraidhean

Buil Ion-mhiannaichte	Fàilteachas is Fòn - Far an urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, tha iad a' faotainn taic airson sin a dhèanamh, agus tha an t-seirbheis air a h-adhartachadh chun a' phobail.
Cleachdadh làithreach	Far a bheil e reusanta agus buntainneach, a' trèanadh àireamh a tha a' meudachadh de luchd-obrach gus na fònaichean a fhreagairt gu dà-chànanach agus dèiligeadh gu h-ìomchaidh le luchd-gairm a tha airson labhairt ann an Gàidhlig.
Gnìomhan a dhìth	Goireasan a leasachadh tro Sheiminearan-lìn no tro thaic dhidseatach gus feabhas a thoirt air sgilean agus fàilteachadh.  Tha mòran de oifisean HIE nan goireasan a tha co-roinnte le com-pàirtichean san roinn phoblaich agus le co-obraichean aig a bheil no aig nach eil am Planaichean Gàidhlig fhèin nan àite. Obrachadh leis na com-pàirtichean sin gus luchd-obrach fàilteachais le Gàidhlig aithneachadh far a bheil sin ìomchaidh agus comasach.
Ceann-latha amasail	Ògmhios 2024
Uallach	Buidheann a' Phlana Ghàidhlig

Buil Ion-mhiannaichte	Tachartasan - Tha cothroman air tachartasan poblach a chumail gu dà-chànanach no ann an Gàidhlig gan rannsachadh gu cunbhalach agus gan adhartachadh.
Cleachdadh làithreach	Gabhaidh sinn a-steach cleachdadh na Gàidhlig aig coinneamhan ann an Innse Gall agus coimhearsnachdan eile, far a bheil àireamhan àrda sa cheud de luchd-labhairt na Gàidhlig.  Bidh sinn a' tabhann tachartasan didseatach tro XpoNorth a' toirt a-steach eadar-theangachadh mar-aon. Bidh sinn an dà chuid ag obair le com-pàirtichean agus tro ar gnìomhachd fhèin gus eadar-theangachadh mar-aon a sholarachadh agus a chomasachadh ann an tachartasan agus uidheamachd airson coinneamhan mar a dh'èiricheas cothroman, a' toirt seachad an uidheamachd a-muigh agus a-staigh.
Gnìomhan a dhìth	Lean air adhart a' rannsachadh chothroman airson conaltradh Gàidhlig dà-chànanach agus ioma-chànanach air feadh Ath-sgrùn àrd-ùrlar againn gu sònraichte le meadhanan ùra agus conaltradh.
Ceann-latha amasail	Ath sgrùdadh gach bliadhna
Uallach	Manaidsear Sgìreil IG (Manaidsearan Sgìreil mar a bhios ìomchaidh)

## FIOSRACHADH

Buil Ion-mhiannaichte	Brathan naidheachd – Brathan naidheachd àrd-ìomhaigheil agus brathan naidheachd uile co-cheangailte ri Gàidhlig air an cuairteachadh ann an Gàidhlig agus Beurla.																
Cleachdadh làithreach	Tha sinn a' toirt nam brathan naidheachd uile aig HIE co-cheangailte ri Gàidhlig gu buil gu dà-chànanach, a thuilleadh orrasan a tha air an dearbhadh le sgioba Margaideachd is Conaltraidh gu bhith den ìomhaigh as àirde.																
Gnìomhan a dhìth	Cumaidh sinn oirnn ag àrdachadh ar susbaint fios naidheachd.  <table border="1"> <thead> <tr> <th></th> <th>2019/ 20</th> <th>Atharrachadh</th> <th>2020/ 21</th> <th>Atharrachadh</th> <th>2021/ 22</th> <th>Atharrachadh</th> <th>2022/ 23</th> </tr> </thead> <tbody> <tr> <td>Brathan Naidheachd</td> <td>5</td> <td>0%</td> <td>5</td> <td>160%</td> <td>13</td> <td>23%</td> <td>16</td> </tr> </tbody> </table> <p>Dèan cinnteach gu bheil co-dhiù 10% de bhrathan naidheachd HIE dà-chànanach thairis air a' chiad dà bhliadhna den deasachadh seo den Phlana againn.</p>		2019/ 20	Atharrachadh	2020/ 21	Atharrachadh	2021/ 22	Atharrachadh	2022/ 23	Brathan Naidheachd	5	0%	5	160%	13	23%	16
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Ceann-latha amasail	Ath-sgrùdadh bliadhnail																
Uallach	Ceannard Margaideachd is Chonaltraidhean																



Buil Ion-mhiannaichte	Meadhanan Sòisealta – Susbaint Ghàidhlig air a sgaoileadh gu cunbhalach tro na meadhanan sòisealta, air a stiùireadh leis an ìre de luchd-cleachdaidh fìor agus san amharc.																
Cleachdadh làithreach	Tha sinn a’ toirt gu buil agus a’ postadh gu dà-chànanach susbaint mheadhanan sòisealta co-cheangailte ri Gàidhlig, a thuilleadh orrasan a tha air an dearbhadh le sgiobaidhean Conaltraidh is Margaideachd gu bhith den ìomhaigh as àirde. Tha sinn cuideachd ag ath-phostadh susbaint mheadhanan sòisealta Gàidhlig gu cunbhalach, a tha air a ghinteadh le luchd-ùidhe eile.																
Gnìomhan a dhìth	Leanaidh sinn oirnn ag àrdachadh ar susbaint Meadhanan Sòisealta Gàidhlig.																
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Ceann-latha amasail	Ath-sgrùdadh bliadhnail																
Uallach	Ceannard Margaideachd is Chonaltraidhean																

Buil Ion-mhiannaichte	<b>Làrach-lìn</b> – Bu chòir do shusbaint Ghàidhlig a bhith ri fhaotainn air làrach-lìn an ùghdarrais phoblaich, le cuideam air a chur air na duilleagan aig a bheil comas air an ruigsinneachd as àirde.
Cleachdadh làithreach	Bidh sinn a’ leasachadh ar làrach-lìn a’ dèanamh mheasaidhean bliadhnail air adhartas, gus eòlas luchd-leughaidh na Gàidhlig àrdachadh agus gus dèanamh cinnteach gu bheil a’ Ghàidhlig air a taisbeanadh gu follaiseach agus air fhisge a-steach don t-susbaint againn.
Gnìomhan a dhìth	Nì sinn cinnteach gum bi a’ Ghàidhlig air fhisge a-steach tron làrach-lìn againn, a’ leudachadh follaiseach mar a tha i air a cleachdadh mar so-mhaoin shòisealta agus eaconamach.
Ceann-latha amasail	Ath-sgrùdadh bliadhnail
Uallach	Ceannard Margaideachd is Chonaltraidhean

Buil Ion-mhiannaichte	<b>Foilseachaidhean Corporra</b> – Air an toirt gu buil ann an Gàidhlig agus Beurla, le prìomhachas ga thoirt dhaibhsan aig a bheil comas air an ruigsinneachd as àirde.
Cleachdadh làithreach	Tha foillseachaidhean corporra HIE air an toirt gu buil gu dà-chànanach, a’ gabhail a-steach an dà chànan taobh a-staigh aon fhoillseachadh, aig àm sam bith a tha seo a’ toirt cothrom air fìor luach a chur ri eòlas an neach-leughaidh Gàidhlig, no a tha gu h-àraid buadhmhor a thaobh togail mothachadh do dhealas HIE don Ghàidhlig. Tha sinn a’ toirt an aire gu bheil an gluasad gu mòr a dh’ionnsaigh foillseachaidhean didseatach.
Gnìomhan a dhìth	Lean air adhart ag ath-sgrùdadh susbaint Ghàidhlig a dh’ fhaodadh a bhith ann airson gach foillseachaidh, a’ cumail sùil air cleachdadh agus dol an sàs ann an dreachan Gàidhlig de stuthan.
Ceann-latha amasail	Ath-sgrùdadh bliadhnail
Uallach	Ceannard Margaideachd is Chonaltraidhean

Buil Ion-mhiannaichte	Goireas Cànan – Tha pròiseas na àite gus a dhèanamh cinnteach gu bheil càileachd is ruigsinneachd na Gàidhlig àrd ann am fiosrachadh corporra uile.
Cleachdadh làithreach	Tha sinn a’ cumail sùil air a’ bhuanait fianais airson cleachdadh na Gàidhlig ann am foillseachaidhean corporra, a tha a’ toirt na buaidh as àirde agus a’ freagairt do feumalachdan ar luchd-cleachdaidh sheirbheisean.  Tha sinn a’ strì ri fuireach mothachail do leasachaidhean corpais Gàidhlig.  Mar a bhios sinn a’ leasachadh phoileasaidhean, gu ro-ghnìomhach a’ beachdachadh air a’ bhuidh agus cothroman a tha buntainneach don Ghàidhlig. Thèid prìomhachas a thoirt sa chiad àite do chothrom Gàidhlig àrd agus poileasaidhean le buaidh air an taobh a-muigh. *
Gnìomhan a dhìth	Lean air adhart a’ cleachdadh prìomh stòrasan oifigeil agus a’ fastadh taic sònraichte gus gnìomhachdan Gàidhlig a libhrigeadh.
Ceann-latha amasail	Ath-sgrùdadh bliadhna
Uallach	Ceannard Margaideachd is Chonaltraidhean  *Stiùiriche Leasachadh Pròiseis agus In-sgrùdaidh

Buil Ion-mhiannaichte	Taisbeanaidhean – Bu chòir do chothroman air taisbeanaidhean poblach a libhrigeadh gu dà-chànanach no ann an Gàidhlig, a bhith air an rannsachadh air bunait chunbhalach le prìomhachas ga thoirt dhaibhsan le comas air a’ bhuidh as àirde.
Cleachdadh làithreach	Tha sinn a’ cumail in-chorpachadh air a’ Ghàidhlig gu follaiseach fo ath-sgrùdadh mar a bhios iomchaidh, ann an taisbeanaidhean (a thuilleadh air cleachdadh air suaicheantas dà-chànanach).
Gnìomhan a dhìth	Lean air adhart a’ cleachdadh na Gàidhlig nar gnìomhan taisbeanaidhean taobh a-muigh agus ar taisbeanaidhean air an taobh a-staigh mar as urrainn.
Ceann-latha amasail	Ath-sgrùdadh bliadhna
Uallach	Ceannard Margaideachd is Chonaltraidhean

## LUCHD-OBACH

Buil Ion-mhiannaichte	Sgrùdadh a-staigh – Sgrùdadh a-staigh air sgilean Gàidhlig agus feumalachdan trèanaidh tro bheatha gach plana.
Cleachdadh làithreach	Tha sinn a’ cumail clàr leantainneach air sgilean Gàidhlig agus feumalachdan trèanaidh is àrd-mhiannan tro ar pròifilean luchd-obrach air an coimpiutaireadh le HR, a tha a’ togail air sgilean cànan Gàidhlig.
Gnìomhan a dhìth	Lean air adhart a’ cumail sùil air Sgilean agus gnìomhan Gàidhlig tron t-Siostam Goireasan Daonna againn agus tron phròiseas ath-bhreithneachaidh bliadhna, a’ brosnachadh chothroman airson leasachadh sgilean cànan.
Ceann-latha amasail	Ath-sgrùdadh bliadhna
Uallach	Stiùiriche Ghoireasan Daonna

Buil Ion-mhiannaichte	Inntrigeadh – Fiosrachadh mu phlana Gàidhlig an ùghdarrais phoblaich air a ghabhail a-steach do inntrigidhean luchd-obrach ùr.
Cleachdadh làithreach	Tha pasgan mu chur Gàidhlig an aithne ga thoirt do luchd-obrach agus buill bùird HIE rè an inntrigidh, far a bheil pàirt den t-seisean seo sònraichte do Phlana Gàidhlig HIE agus na gnìomhan ag èirigh às.
Gnìomhan a dhìth	Dèan lèirmheas air a’ phròiseas inntrigidh Gàidhlig againn gach bliadhna agus dèan cinnteach gu bheil e air a sholarachadh aig prìomh ìrean de HIE, a’ dèanamh cinnteach gu bheil cunntachalachd agus dleastanas soilleir còmhla ri buannachdan na Gàidhlig agus dà-chànanaidh.
Ceann-latha amasail	Ath-sgrùdadh bliadhna.
Uallach	Stiùiriche Ghoireasan Daonna



Buil Ion-mhiannaichte	<b>Trèanadh cànan</b> – Trèanadh agus leasachadh sgilean Gàidhlig air a thabhan do luchd-obrach, gu h-àraid a thaobh a bhith a’ buileachadh plana Gàidhlig an ùghdarrais phoblaich.
Cleachdadh làithreach	Tha sinn a’ solarachadh comhairle, sùbailteachd, agus suas ri 100% de thaic ionmhasail do buill luchd-obrach uile a tha airson an sgilean Gàidhlig a thogail, le ùmhachd do aonta tro na Planaichean Leasachaidh Pearsanta agus ann an co-rèir ris a’ Phoileasaidh Foghlaim Adhartach aig HIE.  Tha HIE a’ sireadh ri co-obrachadh le buidhnean roinne poblaich eile gus buidhnean seasmhach de luchd-ionnsachaidh a ghinteadh.  Tha trèanadh leudaichte ga thoirt do luchd-obrach HIE a tha deònach no a dh’fhaodadh a bhith comasach air an gnothaich a choileanadh ann an Gàidhlig, gus an comasachadh air sin a dhèanamh. Bidh sinn gu sònraichte a’ misneachadh iadsan le cothroman air a bhith eadar-aghaidheil le luchd-dèiligidh HIE, agus iadsan le dreuchd conaltraidh chorporra no dreuchd margaideachd.
Gnìomhan a dhìth	Cumail suas a’ chleachdaidh làithreach. Adhartachadh a’ chuibrinn de uairean obrach a dh’fhaodas a bhith ainmichte a dh’aon gnothaich do dh’ionnsachadh Gàidhlig, a tha mionaideach agus air aontachadh ann am Planaichean Leasachaidh Pearsanta luchd-obrach.
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna. Ro dheireadh 2023
Uallach	Stiùiriche Ghoireasan Daonna

Buil Ion-mhiannaichte	<b>Trèanadh mothachaidh</b> – Trèanadh mothachaidh don Ghàidhlig ga thabhan do luchd-obrach, le prìomhachas ga thoirt do stiùirichean, buill bùird, agus luchd-obrach a’ dèiligeadh gu dìreach ris a’ phoball.
Cleachdadh làithreach	Tha luchd-obrach agus buill bùird HIE air an solarachadh tro an intrigeadh, le cothrom air seisean mothachaidh don Ghàidhlig a fhrithealadh.
Gnìomhan a dhìth	Nas ro-ghnìomhaiche a’ brosnachadh làthaireachd aig seisean Mothachaidh don Ghàidhlig, gu pearsanta no tro mhodal bhiortail.  Taic a thoirt do lìbhrigeadh air cothroman modal Mothachaidh don Ghàidhlig air-loidhne, mar a thèid iarraidh le luchd-obrach.
Ceann-latha amasail	Cuir air doigh cothrom ùr de thrèanadh Mothachaidh airson Dùbhlachd 2023
Uallach	Stiùiriche Ghoireasan Daonna

Buil Ion-mhiannaichte	<b>Trusadh</b> – Ag aithneachadh agus a’ toirt spèis do sgilean Gàidhlig taobh a-staigh a’ phròiseas trusaidh air feadh an ùghdarrais phoblaich.
Cleachdadh làithreach	Tha sinn a’ nochdadh Gàidhlig mar eileamaid ion-mhiannaichte sna pròiseasan trusaidh uile.
Gnìomhan a Dhìth	Tro ar pròiseas Planadh Luchd-obrach lean air adhart a’ beachdachadh air feumalachdan sgilean Gàidhlig airson gach dreuchd.
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna.
Uallach	Stiùiriche Ghoireasan Daonna

Buil Ion-mhiannaichte	Trusadh – Gàidhlig air a h-ainmeachadh mar a bhith na sgil riatanach agus / no ion-mhiannaichte ann an tuairisgeulan obrach, gus am plana Gàidhlig a libhrigeadh agus ann an co-rèir ri comhairle trusaidh Bhòrd na Gàidhlig.
Cleachdadh làithreach	<p>Bithear a' beachdachadh air feumalachdan Gàidhlig anns gach dreuchd aig dà ìre leis an sgioba agus am manaidsèar a bhios a' dreachdadh an tuairisgeul obrach agus Fòram Dealbhadh an Luchd-obrach. Bidh Fòram Planadh an Luchd-obrach a' beachdachadh air gach dreuchd ann an HIE agus air feumalachdan agus riatanasan gach dreuchd.</p> <p>Gus a dhèanamh cinnteach gu bheil ìre iomchaidh de sgilean Gàidhlig againn am measg ar luchd-obrach, gus gealltanasan a' Phlana a liubhairt, gu h-àraid ann an conaltraidhean agus le luchd-obrach a tha eadar-aghaidheil le luchd-dèiligidh ann an sgìrean le % àrd de Ghàidhlig, bidh ar sgioba HR/àrd-mhanaidsèaran a' coileanadh ath-sgrùdadh air gach dreuchd ùr gus dearbhadh am bu chòir don dreuchd a bhith ainmichte le Gàidhlig riatanach.</p> <p>Ag obair ann an com-pàirteachas le ar co-shealbhadairean, UHI agus SAC, gus dreuchd fàilteachais le Gàidhlig riatanach a shuidheachadh sa Oifis as modha aig Làrach Inbhir Nis, ann an cùrsa atharrachaidh luchd-obrach. Thèid cothrom agus brosnachadh a thoirt do luchd-obrach fo chùmhnannt san dreuchd seo air com-pàirteachadh san trèanadh Gàidhlig cheudna ri luchd-obrach HIE.</p> <p>Bho chionn ghoirid tha sinn air àrdachadh ar dreuchdan riatanach Gàidhlig gu 3 a tha a' libhrigeadh a' phlana seo, a bharrachd air an fheadhainn le comasan mar a th'air aithnichte tro ar siostam Riaghladh Coileanadh HR agus an fheadhainn a tha a' libhrigeadh ar clàr-gnothaich a tha mar phàirt den obair aca.</p>
Gnìomhan a dhìth	Cumail suas a' chleachdaidh làithreach agus leudachadh gu oifisean co-roinnte eile far a bheil sin goireasach agus iomchaidh.
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna.
Uallach	Stiùiriche Ghoireasan Daonna

Buil Ion-mhiannaichte	Trusadh – Sanasan obrach dà-chànanach no Gàidhlig a-mhàin do dhreuchdan uile far a bheil Gàidhlig na sgil riatanach.
Cleachdadh làithreach	<p>Cleachdadh shanasan obrach dà-chànanach do dhreuchdan uile far a bheil Gàidhlig na sgil riatanach.</p> <p>Tha sinn cuideachd a' cleachdadh sanasachd Ghàidhlig air na meadhanan sòisealta gus taic a thoirt do ar fastadh. Tha seo air a bhith soirbheachail.</p>
Gnìomhan a dhìth	Lean air adhart a' brosnachadh nan cothroman le Gàidhlig agus a' cleachdadh na Gàidhlig mar phàirt den phròiseas fastaidh.
Ceann-latha amasail	Ath-sgrùdadh gach bliadhna.
Uallach	Stiùiriche Ghoireasan Daonna



## CORPAS NA GÀIDHLIG

Buil Ion-mhiannaichte	Gnàthachas Litreachaidh na Gàidhlig – Thèid Gnàthachas Litreachaidh na Gàidhlig as ùire a leantainn a thaobh stuthan sgrìobhte uile a tha air an toirt gu buil leis an ùghdarras phoblach.
Cleachdadh làithreach	Tha sinn air ar stiùireadh le Gnàthachas Litreachaidh na Gàidhlig ann an litreachadh agus stoidhle.
Gnìomhan a dhìth	Leanaidh sinn oirnn a’ cleachdadh Gnàthachas Litreachaidh na Gàidhlig airson litreachadh agus stoidhle.
Ceann-latha amasail	Cùm oirnn a’ brosnachadh agus a’ cleachdadh Gnàthachas Litreachaidh na Gàidhlig airson litreachadh agus stoidhle.
Uallach	Ceannard Margaideachd is Chonaltraidhean

Buil Ion-mhiannaichte	<b>Ainmean-àite</b> – Comhairle mu ainmean-àite Gàidhlig ga shireadh bho Ainmean-Àite na h-Alba agus ga chleachdadh.
Cleachdadh làithreach	Ann am foillseachaidhean Gàidhlig air an taobh a-muigh, tha sinn a’ cleachdadh Ainmean-Àite na h-Alba gus ainmean-àite a dhearbhadh, litreachadh agus stoidhle mar a dh’fheumar.
Gnìomhan a dhìth	Leanaidh sinn oirnn a’ cleachdadh Ainmean-Àite na h-Alba airson a bhith dearbhadh agus a’ tuigsinn ainmean-àite, litreachadh agus stoidhle.
Ceann-latha amasail	Cùm oirnn a’ brosnachadh agus a’ cleachdadh Ainmean-Àite na h-Alba le bhith a’ dearbhadh agus a’ tuigsinn ainmean-àite, litreachadh agus stoidhle.
Uallach	Ceannard Margaideachd is Chonaltraidhean

## 4. CEANGLAICHEAN GUN FHRÈAM-OBACH COILEANAIDH NÀISEANTA

Tha HIE a' tuigsinn gu bheil Gàidhlig air feadh gach taobh de ar beatha Nàiseanta agus mar sin tha i a' cur ri ar daoine, ar n-àite, ar soirbheachais agus ar sunnd. Tha obair HIE cuimsichte air in-ghabhail, fàs agus seasmhachd. Leanaidh sinn adhartas agus atharrachadh mar thoradh dìreach air ar n-eadar-theachdan agus cùram-roinne iomlan ar luchd-dèiligidh, tro sheata de phrìomh thomhasan agus tomhasan taic a tha a' cur ri builean geàrr-amail, meadhan-amail agus fad-amail ann am frèam-obrach coileanaidh Bòrd Ro-innleachdail Iomairt is Sgìlean agus Frèam-obrach Coileanaidh Nàiseanta na h-Alba (NPF). Tha an NPF a' mineachadh an adhbhair: cuimseachadh air dùthaich nas soirbheachaile a chruthachadh le cothroman do dh'Alba air fad gu soirbheachadh tro shunnd mheudaichte, agus fàs eaconamach seasmhach agus in-ghabhalach.

### Frèam Coileanaidh Nàiseanta na h-Alba

#### AR ADHBHAR, LUACHAN AGUS TORAIDHEAN NÀISEANTA







The Loganair plane at the airport on Tiree

## 5. CEANGLAICHEAN GU FRÈAMAN-OBACH IONADAIL AGUS ROINNEIL

Tha HIE a' tuigsinn cho cudromach 's a tha e a bhith a' co-obrachadh gus barrachd adhartais a choileanadh agus an ìre fais ann an Gàidhlig a mheudachadh, agus an fheum air planaichean a cho-thaobhadh gus cinn-uidhe co-roinnte don Ghàidhlig a libhrigeadh.

Tro ar Sgiobaidhean Sgìreil, bidh sinn gu gnìomhach a' conaltradh le Com-pàirteachasan Planaidh Coimhearsnachd gus taic a chur ri libhrigeadh air frèaman-obrach ionadail leithid Aontaidhean Buil Shingilte. Tha cothroman ann air tuilleadh bhuannachdan Gàidhlig a libhrigeadh tro phròiseactan aonta fais nuadh agus làithreach air feadh na roinne agus tro phlanaichean ionadail is roinneil.

Anns an àm ri teachd, tha HIE a' leasachadh ro-innleachd ùr airson na còig-bliadhna ri thighinn a bheir ùrachadh air ar lèirsinn airson na sgìre agus na tha sinn a' cur ri libhrigeadh nan àrd-amasan a tha air am mìneachadh san Ro-innleachd Nàiseanta airson Atharrachadh Eaconamach. Gu roinneil, bidh HIE gnìomhach ann an cur taic ris a' ghealltanais bho Chunnradh na Gàidhealtachd 's nan Eilean (COHI) gus a dhèanamh cinnteach gu bheil Gàidhlig ga beachdachadh

agus air a h-amalachadh do thaic leasachaidh eaconamach agus coimhearsnachd air feadh na roinne, agus co-obrachadh gus Gàidhlig a chur air adhart far an gabh sin a dhèanamh. Thathar a' tuigsinn gu bheil traidisean làidir ann an Gàidhlig aig mòran àiteachan a tha a' cothachadh ri dùbhlain àireamh-sluaigh, agus bidh prìomh amas ga chur air buidheann obrach a stèidheachadh gus planaichean gnìomha a leasachadh a bhios a' cuimseachadh air na h-àiteachan sin, le iomairtean ùra a phileatadh gus stad a chur air crìonadh agus an àireamh-sluaigh a mheudachadh. Tha Plana Inbheistidh Sgìlean na Gàidhealtachd 's nan Eilean gu soilleir a' nochdadh cothroman don Ghàidhlig mar stiùiriche air leasachadh eaconamach, gu h-àraid ann an roinn nan gnìomhachasan cruthachail. Cumaidh HIE suas ar dealais a thaobh obrachadh le com-pàirtichean gus taic a chur ri libhrigeadh a' Phlana seo agus roinn nan gnìomhachasan cruthachail.



Beinn an Tuirc distillery, Torrisdale Castle Estate, Kintyre

## 6. FOILLSEACHADH

### FOILLSEACHADH AGUS FOLLAISEACHADH A' PHLANA

#### AIR AN TAOBH A-STAIGH

Tha a h-uile neach a tha ag obair airson HIE air pàirt a' gabhail ann an suirbhidh ga dhèanamh agus HIE a' co-chomhairleachadh leotha air leasachadh an eagrain seo de ar Plana Gàidhlig. Mar a bha am Plana air a' leasachadh, bha comas aig luchd-obrach cur ris.

Tha am plana, cunntasan adhartas agus sgrùdadh a bhios a' dol gu ar Sgioba Ceannardais agus Bòrd Stiùiridh HIE rim faotainn leis an luchd-obrach uile. Tha seo ga fhoillseachadh tro ar n-eadra-lìon agus cuideachd tro ar n-àrd-ùrlar airson deasbad luchd-obrach air Viva Engage.

#### AIR AN TAOBH A-MUIGH

Bidh Plana Gàidhlig Iomairt na Gàidhealtachd 's nan Eilean air fhoillseachadh ann an Gàidhlig agus Beurla air an làrach-lìn againn. A thuilleadh air sin:-

- sgaoilidh sinn brath naidheachd dà-chànanach ag ainmeachadh a' Phlana
- thèid am Plana fhollaiseachadh tro mheasgachadh de àrd-ùrlaran mheadhanan sòisealta
- sgaoilear e-lethbhreacan den Phlana gu prìomh luchd-ùidhe sna roinnean poblach, prìobhaideach agus treas-roinne
- sgaoilidh sinn e-lethbhreacan gu buidhnean air astar agus buidhnean treas-phàrtaidh eile, a' mìneachadh an àite aca ann an libhrigeadh a' Phlana
- thèid e-lethbhreacan den Phlana a sgaoileadh gu buidhnean Gàidhlig buntainneach agus buidhnean eile le ùidh
- bidh lethbhreacan pàipeir rim faotainn le an iarraidh





Lews Castle College UHI Image credit: Tim Winterburn/UHI

## 7. GOIREASACHADH A' PHLANA

Tha am plana a' toirt seachad frèam-obrach airson ar rùintean agus cothroman a leasachadh agus a lìbhrigeadh thar nan còig bliadhna ri teachd. Tha mòran thaobhan de ar gnìomhachd ro-innleachdail agus corporra co-cheangailte ris a' phlana air an àbhaisteachadh taobh a-staigh ar gnìomhachdan. Tha taobhan dheth a tha sinn a' sùileachadh a thoirt air adhart ann an dòigh ro-ghnìomhach agus a bhith ag obair le ar com-pàirtichean ann an dèiligeadh riutha agus an lìbhrigeadh.

Ged a leanas sinn air adhart ag àbhaisteachadh gnìomhachdan is cothroman ùra a-steach don obair againn, mar phàirt de ar planadh bliadhnail airson libhrigeadh a' phlana, bidh sinn a' gabhail a-steach measadh air riathanasan ghoireasan agus a' dèanamh cinnteach gu bheil iad sin nan àite.

Bidh Buidheann a' Phlana Gàidhlig agus a dhlùth lionraidhean air an taobh a-staigh mar bhunait a thaobh goireasan HIE a tha riathanach airson gealltanasan a' Phlana againn a thoirt gu buil. Tha sinn an dùil cuideachd goireasan eile a chomharrachadh tro mhean-fhàs air sgioba-obrach òg HIE. Thèid an ath-sgrùdadh air na h-aithisgean sgrùdaidh le Sgioba Stiùiridh HIE a chleachdadh gus daingneachadh gu bheil goireasan gu leòr againn, no barrachd ghoireasan a thoirt don obair, gus dèanamh cinnteach gu bheil sinn a' libhrigeadh dealasan a' Phlana.





Comunn Eachdraidh Nis Isle of Lewis, Outer Hebrides

## 8. SGRÙDADH A' PHLANA

Tha plana HIE ann an seilbh a' bhuidhinn air fad agus air a riochdachadh le Buidheann a' Phlana Ghàidhlig againn, a bhios a' beathachadh agus a' sgrùdadh adhartas a' Phlana, agus a' stiùireadh chonaltraidhean air an taobh a-staigh agus an taobh a-muigh, co-cheangailte ri libhrigeadh a' Phlana. Bheir sinn aithisgean gu buil do ar Sgioba Ceannardais, a thèid a roinn leis a' bhuidheann air fad dà uair sa bhliadhna. Cuiridh sinn aithisg adhartais bhliadhnail gu BnG gu bhith aig an aon àm ri comharrachadh ceann-bliadhna a' Phlana againn.

# 9. AM PLANA GÀIDHLIG SAN ÙGH DARRAS PHOBLACH

## UALLACH IOMLAN DON PHLANA

Tha uallach iomlan airson deasachadh, libhrigeadh agus sgrùdadh Plana Gàidhlig Iomairt na Gàidhealtachd 's nan Eilean, air Àrd-Oifigear HIE.

### STIÙBHART MACILLEDHUIBH

Àrd-Oifigear

## UALLACH DON PHLANA BHO LATHA GU LATHA

Tha uallach bho latha gu latha airson Plana Gàidhlig Iomairt na Gàidhealtachd 's nan Eilean a libhrigeadh agus a sgrùdadh, aig Manaidsear Sgìre – Innse Gall. Bu chòir do cheistean mu obrachadh a' phlana bho latha gu latha, a chur gu:

### JOANNA PETERANNA

Manaidsear Sgìreil – Innse Gall

## Am measg luchd-conaltraidh eile taobh a-staigh Buidheann a' Phlana Ghàidhlig, tha an Cathraiche:

### DÙGHLAS MACCOMHAIN

Stiùiriche Choimhearsnachdan is Àite

## Agus luchd-conaltraidh le Gàidhlig:

### MÀIRI BHOCHANAN

Àrd-Mhanaidsear Leasachaidh (stèidhichte an Innse Gall)

### MÀIRI NICGILLÌOSA

Manaidsear Chonaltraidhean

### AMY MHOIREACH

Manaidsear Leasachaidh Ceumnaiche

### CLAIRE NICDHAIBHIDH

Manaidsear Leasachaidh

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SAMS UHI Image credit: Tim Winterburn / UHI

## BUIDHEANN BUILEACHAIDH IS SGRÙDAIDH A' PHLANA GHÀIDHLIG

Bidh Buidheann a' Phlana Ghàidhlig againn a' cuideachadh agus a' sgrùdadh adhartas a' Phlana agus a' stiùireadh chonaltraidhean air an taobh a-staigh agus an taobh a-muigh, co-cheangailte ri libhrigeadh a' Phlana.

Riochdaichidh buill Buidheann a' Phlana Ghàidhlig fuincseanan iomchaidh air an taobh a-staigh agus ìrean de dh'àrd-inbhe tarsainn a' bhuidhinn.

Bidh Stiùiriche na Chatraiche air Buidheann a' Phlana Ghàidhlig a bhios a' coinneachadh gach sia mìosan a thuilleadh air a bhith ag obrachadh gu ro-ghnìomhach eadar na coinneamhan sin.

## CONALTRADH LE LUCHD-OBRACH

Tha suirbhìdh ga coileanadh air àireamh luchd-obrach HIE air fad agus a' co-chomhairleachadh leotha air leasachadh an eagrain seo de ar Plana Gàidhlig. Mar a bhios am Plana a' leasachadh, bidh comas aig luchd-obrach cur ris. Mar a bhios am Plana a' dol tro na prìomh ìrean, thèid a roinn leis an luchd-obrach uile. Thèid am Plana deireannach a roinn leis an luchd-obrach uile agus bidh sgiobaidhean gam brosnachadh gu ath-sgrùdadh a dhèanamh air mar as urrainn dhaibh luach a chur ri libhrigeadh a' Phlana.

## BUIDHNEAN AIR ASTAR AGUS TREAS PHÀRTAIDHEAN

Roinnidh sinn agus togaidh sinn ar Plana Gàidhlig le buidhnean air astar agus treas phàrtaidhean eile, a tha a' libhrigeadh sheirbheisean às ar leth, a' dèanamh cinnteach gu bheil iad mothachail do dh'àrd-amasan a' Phlana againn don Ghàidhlig. Thèid am brosnachadh gu bhith gnìomhach ann an cur taic ri libhrigeadh HIE air a dhealasan don Phlana Ghàidhlig.



## EÀRR-RÀDH 1 – IN-SGRÙDADH AIR COMAS GÀIDHLIG

Mar a chaidh iomradh roimhe, tha ar sgrùdadh air comas Gàidhlig air an taobh a-staigh air amalachadh do ath-sgrùdadh luchd-obrach HR agus àrd-ùrlar pròifil aig HIE. Tha seo an dà chuid a' gleidheadh clàr de sgilean Gàidhlig luchd-obrach agus cuideachd amasan dhaoine agus an ùidh ann an leasachadh an sgilean. Mar phàirt den obair a' leantainn chun an eagrain seo den Phlana againn, dh'iarr sinn air an luchd-obrach uile am pròifilean ath-ùrachadh. Bho na co-obraichean a tha air na comasan agus na miannan aca sa Ghàidhlig a chomharrachadh, tha fios againn gu bheil 50 co-obraiche againn le ìre air choreigin de sgilean Gàidhlig, agus dhiubh sin tha 29 neach-tòiseachaidh, 12 eadar-mheadhanach, 3 adhartach agus 6 fileanta.

A thaobh na h-Ire ùidhe ann an leasachadh Gàidhlig, tha 63 le beagan ùidhe, 40 le mòran ùidhe, 11 aig a bheil ùidh ach gun chomas aig an àm seo, 66 aig nach eil mòran ùidhe agus 46 aig nach eil ùidh idir.

Tha ar Plana air a thogail air suirbhidh o chionn ghoirid den luchd-obrach uile agus am beachdan taic a' togail air còig phrìomh raointean: ceannardas, sgilean agus ionnsachadh, conaltradh bhon taobh a-staigh is bhon taobh a-muigh agus innealan, modhan-obrach le targaid agus co-theacsa leasachaidh nas fharsainghe.

Bu chòir a thoirt fa-near, ged a tha na figearan seo a' togail air na comasan a th'againn an-dràsta, gu bheil libhrigeadh a' Phlana Ghàidhlig an urra ris ar eagrachadh air fad mar phàirt de libhrigeadh ar raon-ùghdarras eaconamach is sòisealta.

Tha dùil againn an fhiosrachadh againn agus na toraidhean bhon fhiosrachadh sin ath-sgrùdadh, gus fiosrachadh gràineanach a bharrachd a thuigsinn agus a bheachdachadh a chuireas taic ri libhrigeadh ar plana agus a bhios sinn ag ath-sgrùdadh gu h-àbhaisteach, leithid cosnaichean a' faotainn taic le ionnsachadh na Gàidhlig.

## EÀRR-RÀDH 2 – CO-CHOMHAIRLEACHADH POBLACH

Fhuair ar co-chomhairleachadh poblach 9 freagairtean sgrìobhte.

Ainm / Buidheann	Ceann-latha	Notaichean
1 Neach fa leth	30/12/2021	San fharsaingeachd cuimseachadh air coimhearsnachdan Gàidhlig, miann air ionnsachadh ann an ceuman beaga, togail air dualchainntean Alba, cleachdadh làitheil air Doric, iarrtas air gnìomhan a thaobh dualchainntean Alba.
2 Fèisean nan Gàidheal	7/2/2022	Freagairt dheimhinneach a' togail air buaidh ar tasgaidh tro Fhèisean nan Gàidheal air mòran de na raointean agus prìomhachasan cuimsichte againn. A' togail air na neartan nar planaichean agus cothroman air tuilleadh adhartais a dhèanamh.
3 Comhairle Maoinachaidh na h-Alba	9/2/2022	Freagairt dheimhinneach a' togail air raointean co-obrachaidh leis a' phlana ùr aca a chaidh aontachadh o chionn ghoirid.
4 Comhairle nan Eilean Siar	11/2/2022	Freagairt dheimhinneach a' togail air raointean de neart agus cothroman air leasachadh.
5 UHI / OGE	11/2/2022	Freagairt dheimhinneach a' togail air a' cho-cheangal nar ro-innleachdan agus nar cruinn-eòlais, agus a' tagradh modh-obrach ùr a thaobh leasachadh ann an coimhearsnachdan stèidhichte air molaidhean LSI airson com-pàirteachadh coimhearsnachd, ris a bheil iad a' cur taic.
6 Institiùd Shaidheansan Cànan UHI agus Rannsachairean Soillse stèidhichte aig UHI	8/2/2022	Freagairt dheimhinneach, a' cur fàilte air na molaidhean agus a' comharrachadh raointean de chudromachd agus co-obrachaidh leis an LSI.
7 Leasachadh Sgìlean na h-Alba	11/2/2022	Freagairt dheimhinneach a' togail air na raointean co-obrachaidh agus modhan com-pàirteachais a thaobh chlàran-obrach co-roinnte, a' togail air an dàimh stèidhichte eatarainn agus ar clàr-obrach co-roinnte.
8 Riaghaltas na h-Alba	11/2/2022	Freagairt dheimhinneach a' comharrachadh raointean sònraichte de neart leithid aithne do chudromachd na Gàidhlig, ar gnìomhachd fàis eaconamach agus ar rannsachadh.
9 Iomairt na h-Alba	11/2/2022	Freagairt thaiceil a' coimhead ri obrachadh còmhla rinn air raointean agus le cothroman coitcheann.

**HIGHLANDS AND ISLANDS ENTERPRISE**

# OUR GAELIC PLAN

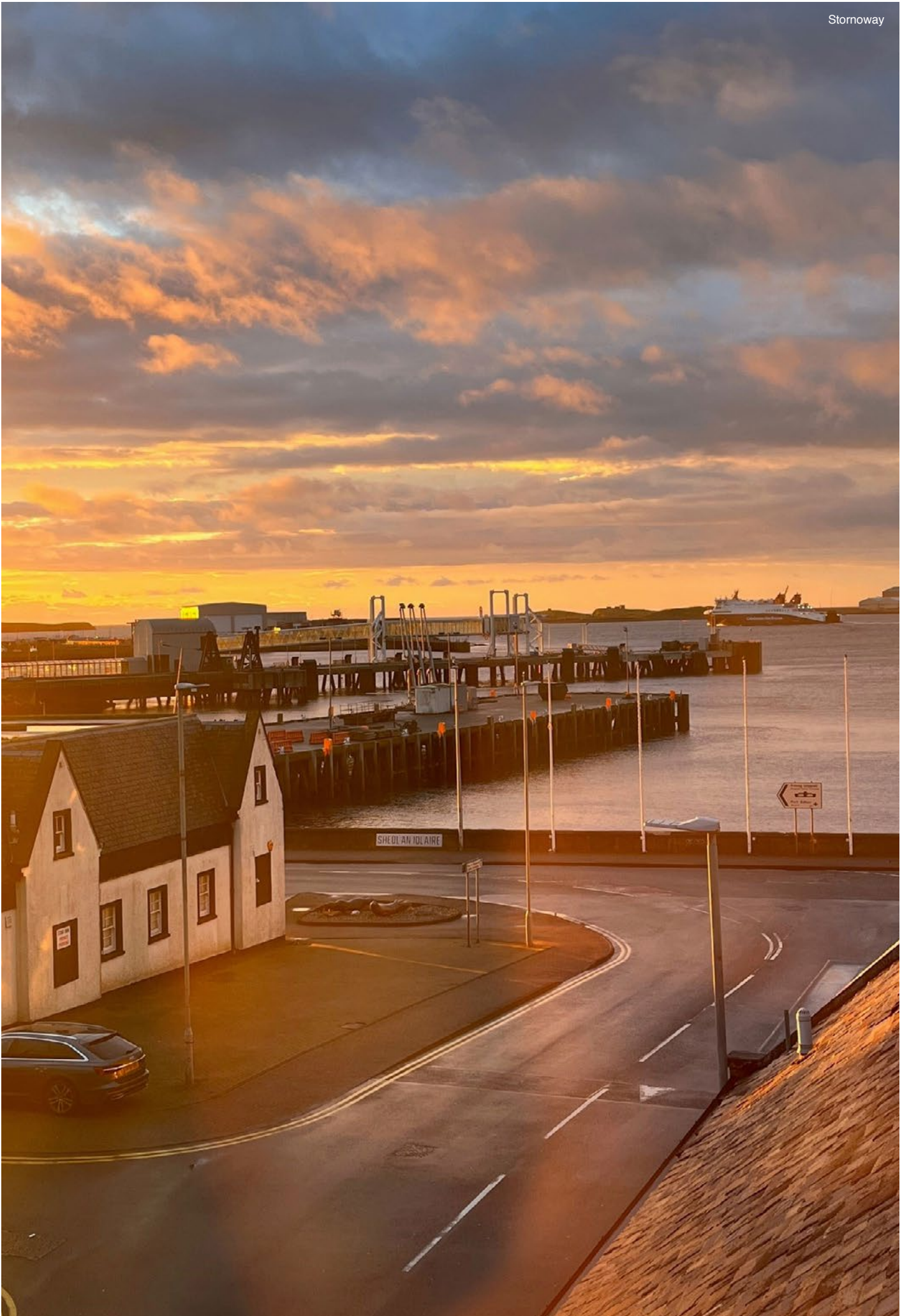
**2023 – 2028**

This plan has been prepared under Section 3  
of the Gaelic Language (Scotland) Act 2005



Highlands and Islands Enterprise  
Iomairt na Gàidhealtachd 's nan Eilean





## FOREWORD

The social significance of Gaelic as a key component of Scotland's culture and national identity would be hard to overstate. In economic terms as well, recent research by Highlands and Islands Enterprise and others has confirmed that the language is an important asset, capable of being used in many different ways to add value to businesses and organisations across the country.

Over several decades, Highlands and Islands Enterprise has established a strong track record of recognising and supporting the cultural and commercial value of Gaelic through a broad range of activities. This has included providing substantial funding for organisations that have led the development and delivery of programmes that promote and celebrate the language and encourage its use. HIE also seeks to target its investment and support to communities where Gaelic is in everyday use.

At the same time, it is clearly important that we take action to ensure Gaelic is respected and practised within our own organisation, in our relationships with partner bodies and in our dealings with clients. That is what we are seeking to do with this, our latest Gaelic Plan, which again sets out clear goals and measurable targets that we will use to track delivery and ensure we make progress over the coming years.

This plan is founded on three key principles that underpin all our actions in support of Gaelic:

- We have **equal respect** for Gaelic and English as official languages of Scotland.
- HIE staff and customers will receive an **active offer** of our Gaelic services.
- Opportunities for our staff and customers to use Gaelic will be made **mainstream** in how we conduct business.

Each of these is explained in the pages ahead, along with details of how and when we will measure and sustain progress.

Our commitment to Gaelic is enduring, and for the long term, will continue to be guided by strategic initiatives including national plans from the Scottish Government and Bòrd na Gàidhlig. We look forward to working with our partner organisations across the Gàidhealtachd and further afield to deliver the actions detailed in this Gaelic Plan.

**STUART BLACK**  
Chief Executive

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# 1. INTRODUCTION

## DESCRIPTION OF HIGHLANDS AND ISLANDS ENTERPRISE (HIE)

HIE is a Non-Departmental Public Body, funded by and answerable to the Scottish Parliament and Scottish Government. The Agency was created by an Act of Parliament in 1990 with the function of ‘preparing, concerting, promoting, assisting and undertaking measures for the economic and social development of the Highlands and Islands’. We work as a multi-functional regional development agency serving the population of the Highlands and Islands of Scotland with a core remit which integrates economic and community development. To deliver our aspirations, HIE has some 290 highly experienced employees and an annual budget c £70 million.

We are currently structured through seven Directorates and eight Area Teams. We have our largest office on the Inverness Campus (Làrach Inbhir Nis) and offices across our region: Stornoway, Lionacleit, Golspie, Thurso, Inverness, Forres, Kirkwall, Lerwick, Lochgilphead, Fort William, Auchtertyre and Portree. We also have an office presence in Edinburgh and Glasgow. Many of these locations are shared facilities with public sector partners and colleagues who may have their own Gaelic Plans in place.

The audiences to whom we provide services, and therefore to whom this Gaelic Plan directly relates include, external private, third and social enterprise, community and wider public sectors and partners, as well as our internal audiences of own staff and prospective job applicants. By working with all of these audiences to promote and support the realisation of Gaelic as an asset, as well as providing services, information, resources and opportunities within HIE in Gaelic, we will proactively and overtly facilitate, enable and influence use of Gaelic as an asset. This will provide economic, social, cultural and linguistic catalysts for Gaelic use by others.

Gaelic, as an integral component of regional identity, and HIE’s focus on place-based development and realising the value of Gaelic, will contribute significantly to promoting a confident, ambitious, empowered and vibrant Highlands and Islands society. HIE’s 2018 study on *Young People and the Highlands and Islands: Maximising Opportunity* found that while pride and affinity for their home communities tended to be high among our young people, this was higher still among young people with Gaelic. The Highlands and Islands region offers high quality human capital and an unparalleled setting for attracting highly skilled and creative individuals, giving the area a competitive advantage within the global economic context. In promoting the diversity of our rich linguistic landscape, we aim to contribute to our vision of a region which is an attractive place to live, work, study and invest.

As well as helping shape confident, diverse communities, Gaelic contributes to the economy of the Highlands and Islands. Previous research explored the role that Gaelic plays in contributing to the regional economy. At this time of economic transformation, it is important to better understand how language, culture and heritage can help unlock economic potential and support population attraction and retention initiatives.

HIE recognises the statutory requirement for the development of a Gaelic Plan. We also believe that each edition of our Gaelic Plan provides us with an opportunity to renew awareness and to refocus our Gaelic Plan within the constantly changing organisational environment. Increased self-confidence and self-esteem amongst individuals, communities and our young people can increase the region’s sense of cultural and creative vibrancy and distinctiveness; boost motivation for skills development, academic achievement and innovation; and promote fairness and equity for different peoples and cultures.



Cnoc Soilleir, South Uist, Outer Hebrides

## GAELIC WITHIN HIE

Supporting Gaelic is at the heart of our remit for economic and social development in the Highlands and Islands. An important element of our Gaelic Plan is to build on how the language is being used to add economic and social value in a wide variety of circumstances, as demonstrated in the historic HIE-led research report, *Ar Stòras Gàidhlig* (2014).

This plan will run concurrently with the new five-year strategy which will refresh our vision for the region and our contribution to delivering the ambitions set out in the National Strategy for Economic Transformation. Economic and social conditions remain challenging, as is the fiscal environment. Whilst this will inevitably require choices to be made, it is important that our strategy development looks out to the middle distance to guide our activities and priorities over the coming years, whilst appreciating the need to respond to current conditions.

HIE's strategy highlights that we will build community and economic opportunity from our unique Gaelic language and heritage. It also recognises that maximising the role of the Gaelic language is a key regional opportunity with its contribution to authenticity, provenance and heritage. Partnership working and collaboration have long been a hallmark of the region's history and will be vital in realising regional ambitions and fundamental to establishing and delivering our new strategy. Similarly, we are committed to working collaboratively with partners to deliver the best opportunities for Gaelic for the National Strategy for Economic Transformation against the new National Gaelic Plan.

We have a significant legacy of support that has helped create and sustain the impact of numerous organisations which enables Gaelic to flourish - from partner agencies such as Comunn na Gàidhlig and An Comunn Gàidhealach, to the University of the Highlands and Islands, Sabhal Mòr Ostaig, Fèisean nan Gàidheal and others.

Our focus is firmly on working with businesses, social enterprises and community organisations that can demonstrate adding economic and social value through using Gaelic as an asset and working with our partners to do so. This edition of our Gaelic Plan aims to further develop and enhance the role that Gaelic identity and culture plays in creating vibrant, resilient communities and sustainable economic growth.

Corporately, we value Gaelic and promote its use within the organisation. By providing our services, information, resources and opportunities in the medium of Gaelic, we serve our Gaelic-speaking customers in their own language, if that's the individuals' preference. HIE is committed to continued local, regional and national partnership working which will optimise the realisation of the identified potential.

We support a virtuous cycle, where our organisation's core strengths, complemented by those of our partners, drive the realisation of the value of Gaelic as an asset, in turn attracting and motivating new and existing speakers and enhancing the vitality of the language.



Dundreggan

## GAELIC IN SCOTLAND

The map below is compiled using the data from the 2011 Census, for the whole of Scotland, as we recognise this as informative in terms of the market for services and product specifically aimed at Gaelic speakers. Of the 57,600 Gaelic speakers in Scotland, more than half (53%, 30,300) live within the Highlands and Islands.

Areas such as the Outer Hebrides (52% of the population aged 3+ are Gaelic speakers) and Skye and Lochalsh (26%) have the largest concentrations of Gaelic speakers across Scotland and present the most significant opportunities for the delivery of HIE services in Gaelic. Wester Ross (12%) and Lochaber (8%) also have pockets with relatively high levels of Gaelic speakers and in Argyll and its Islands, they have also retained a number of such areas (5%). On islands such as Tiree and Islay, Gaelic is spoken widely in the community and retains local dialects and vocabulary. The Inner Moray Firth area includes considerable numbers of Gaelic speakers (around 5,700, 4% of the population aged 3+) within conurbations, with significant numbers of pupils in Gaelic medium education.

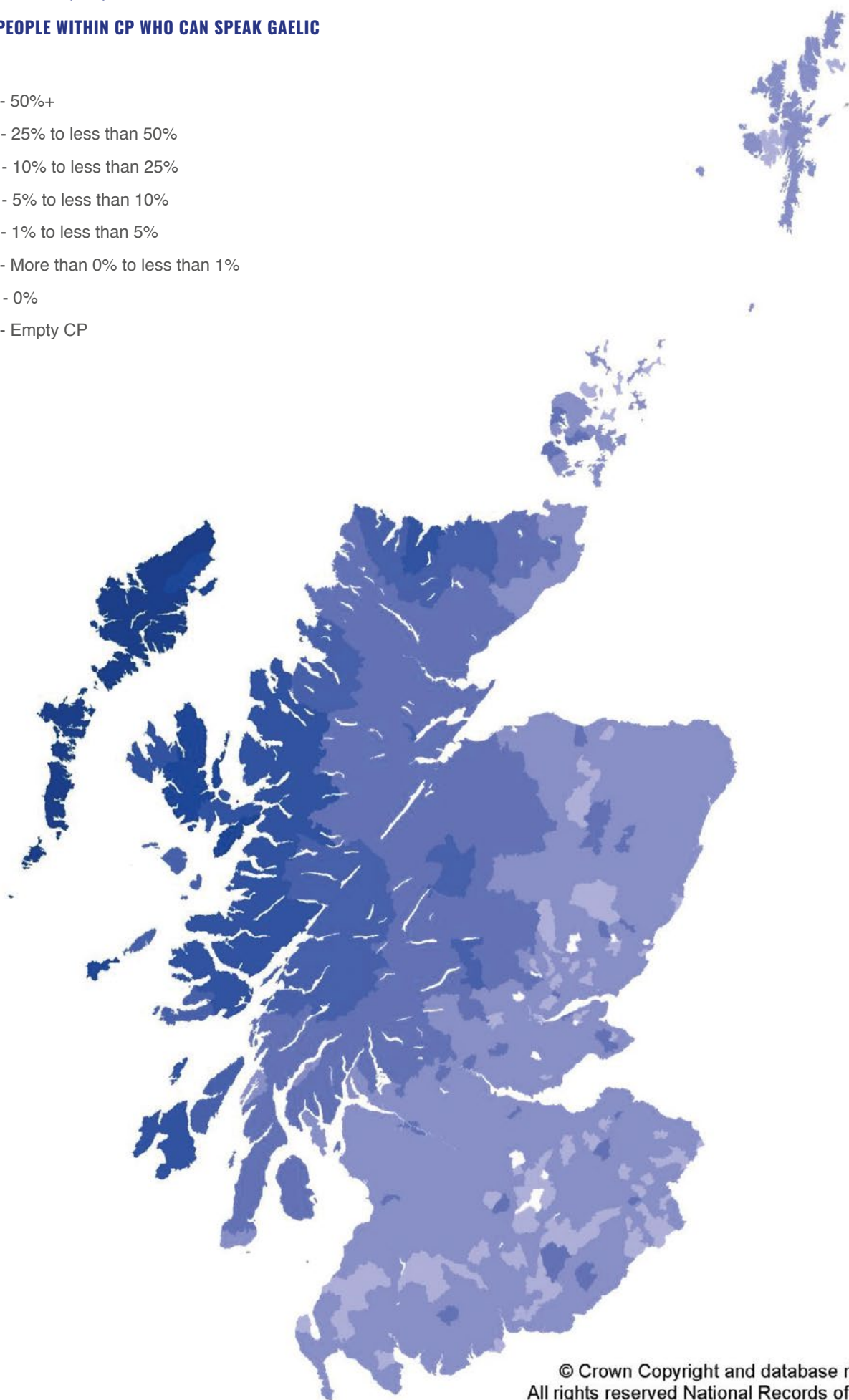
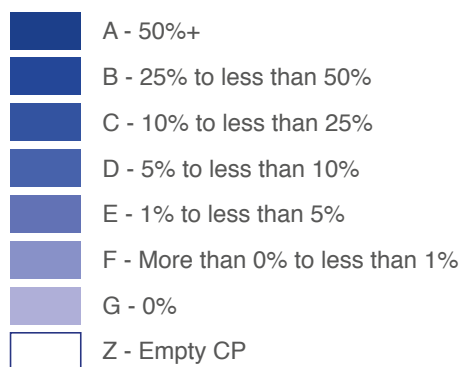
There are significant numbers of Gaelic speakers in the rest of Scotland, particularly concentrated in Glasgow (5,900 Gaelic speakers) and Edinburgh (3,200) that do not show up at this Civil Parish level of mapping. As well as these Gaelic communities and markets in the rest of Scotland, we recognise that there are international markets for Gaelic goods and services, particularly in the Scottish diaspora. And we should emphasise that the markets for Gaelic goods and services are, of course, not restricted to those with Gaelic Skills. HIE recognises the rich Gaelic culture and potential for development that exists across most of the region, but also that our Gaelic Plan should allow for some geographical flexibility.

We recognise that these figures are now quite dated, however, it is the most contemporary official picture of the whole of Scotland currently available. More recent research, reported through 'The Gaelic Crisis in the Vernacular Community', also uses the 2011 Census and then more recent survey work on communities in the Outer Hebrides, North Skye and Tiree. <https://www.uhi.ac.uk/en/research-enterprise/res-themes/humanities-and-arts/language-sciences-institute/publications/the-gaelic-crisis-in-the-vernacular-community/>.



# CIVIL PARISH (CP) BANDS

% OF ALL PEOPLE WITHIN CP WHO CAN SPEAK GAELIC



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Gaelic was historically spoken as the primary language across all of HIE's area, with the exception of Orkney and Shetland, and Gaelic culture continues to be central to the identity of the region today. The 2011 census shows that those with any Gaelic skills (those who can understand, speak, read or write Gaelic) made up around 9% of the population aged 3 and over in the Highlands and Islands compared to only 1% across the rest of Scotland.

The absolute numbers of those with Gaelic skills is a far more positive story of stabilisation and growth. There were 16,489 (16,049 in 2001) people with active Gaelic skills reported in Eilean Siar, 16,596 (13,585 in 2001) in Highland and 5,050 (4,618 in 2001) in Argyll and Bute. We will have to wait for the analysis of the most recent Census to understand if these positive trends have prevailed.

Across Scotland, the number of people aged 3 and over with any Gaelic language skills declined by 5.8% between 2001 and 2011, from 92,400 to 87,100. The number of Gaelic speakers also declined by 1.8% (from 59,000 to 58,000). We will have to wait for the analysis of the next Census (2022) to understand if this trend has prevailed.

The Guidance on Gaelic Language Plans 'recognises that Gaelic language plans will differ depending on the functions of individual public authorities and where they operate in Scotland and that Gaelic language plans are reasonable and proportionate according to individual circumstances.' We also recognise the benefits of an integrated approach, working with partners to achieve and deliver a collective aim and approach.

This Plan in no way diminishes the importance and indeed the future sustainability of other elements of Scotland's linguistic and cultural heritage. The Highlands and Islands of Scotland has historically enjoyed a rich and diverse culture of languages, dialects and people. The Scots dialects of each area such as Orkney, Shetland, Moray and Caithness, alongside the Gaelic dialects of the North-West Highlands, Lochaber, Argyll and the myriad dialects of the Hebrides ensure that our region continues to enjoy a rich linguistic diversity. We also recognise that the Highlands and Islands is a multilingual region out with traditional languages. It is hoped that an increased use and awareness of Gaelic will act as a focal point and catalyst engendering respect for the other languages and dialects of our region as we normalise, promote and develop the distinctive asset that we have in Gaelic. To this end we have also promoted our Gaelic Innovation Investments as being equally available for realising the economic or social value of using the other indigenous languages and dialects of our region.

## THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic language plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is Highlands and Islands Enterprise's Gaelic Language Plan, prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Highlands and Islands Enterprise's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

## THE NATIONAL GAELIC LANGUAGE PLAN

Highlands and Islands Enterprise supports the aim of the National Gaelic Language Plan 2018-23 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to the achieving this aim by focusing our work, on these three headings: -

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can, as part of our day-to-day operations as an organisation.

## INTERNAL GAELIC CAPACITY AUDIT AND SURVEY

Our internal Gaelic capacity monitoring has been integrated into HIE's HR staff review and profile platform. This both maintains a record of Staff Gaelic skills and people's aspirations and interest in developing their skills. As part of the work leading up to this edition of our Plan, we asked all staff to update their profiles. As a result of that work, from those who responded, we know that we currently have 50 colleagues with some level of Gaelic language skills, of those 29 are beginners, 12 intermediate, 3 advanced and 6 fluent.

For the level of interest in Gaelic development there are 63 fairly interested, 40 very interested, 11 interested but have no capacity at the moment, 66 not very interested and 46 that are not interested.

Our Plan is also built on a recent survey of all staff and their expressions of support, highlighting five key areas: leadership, skills and learning, internal and external communication and tools, targeted approaches and wider overall development context.

It should be noted that while these figures reflect the current capabilities, Gaelic Plan delivery rests with the whole organisation as part of delivering our economic and social remit.

## CONSULTATION ON THE GAELIC LANGUAGE PLAN

The 2005 Act requires that public authorities consult on their Gaelic language plan, before submitting it to Bòrd na Gàidhlig.

Our public consultation ran from the 6 December 2021 to the 11 February 2022. The consultation was bilingually publicised through a multi strand approach, including:

Public consultation – initially using a bilingual press release, our website with promotional banners on the front page, our social media channels encouraging participation.

Targeted communications via e-mail from our Chief Executive to proactively highlight our Plan and invite key stakeholders to comment and as part of client communications

Other Networks/ Sectoral Groups – including GMor, other fora and Community Land Outer Hebrides,

As the consultation period closed on the 11 February 2022, we had gratefully received nine (9) feedback responses.

We reflected on the feedback received and have satisfied ourselves that the Plan's commitments, as now presented, give us the scope to collaborate with relevant stakeholders and deliver our aspirations for Gaelic in the region and therefore necessitated no changes.

Inverness







Isle of Lewis, Outer Hebrides

## 2. KEY PRINCIPLES

### EQUAL RESPECT

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

HIE will ensure that where Gaelic is included as part of our operations and services, we will guarantee they are of an equal standard and quality as those we provide in English.

### ACTIVE OFFER

HIE will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

HIE will ensure that our Gaelic language services are as accessible as our English language services.

### MAINSTREAMING

HIE will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

# 3. PLAN COMMITMENTS

## HIGH LEVEL AIMS

### INCREASING THE USE OF GAELIC

High-level aim	In recognition that for Gaelic to thrive it needs thriving communities, HIE will strengthen collaborative working in key communities, aiming to make those more attractive and resilient in terms of youth/population retention and growth and employment.
Desired outcome	More effective place-based working which optimises stakeholder collaboration, the views, and priorities of those in the place, the assets available, the taking of opportunities and responses to challenges, all leading to greater attractiveness and resilience.
Current practice	<p>Supporting the development of social enterprises and businesses demonstrating a viable business model associated with the provision of services encouraging the growth of Gaelic as a social and economic asset, with the very welcome consequent attraction of people, particularly the young and economically active, to the language.</p> <p>Promote and ensure that appropriate consideration is given to Gaelic development opportunities within the plans produced by engaged communities.</p> <p>Provide support and information to community organisations and social enterprises using Gaelic as an asset through our strengthening communities and fragile areas work.</p> <p>We will continue to seek to incorporate targets relating to the Plan, as appropriate within Community Planning Partnership Local Outcome Improvement Plans with our public sector partners.</p> <p>Capture in our sector plans, particularly in the Creative Industries, Food and Drink, Tourism sectors, actions which support realisation of the value of Gaelic.</p>
Actions required	<p>We will continue to deliver our place-based approach to development, heightening awareness of considerations and opportunities relating to inclusion, net zero, population retention and attraction, culture and Gaelic language, which support economic and social sustainability and wellbeing. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p> <p>Confirm priority locations where Gaelic is a significant element of the assets which our place-based working will support, with reference to the COHI repopulation zones, including Uist and Tìree and Coll.</p> <p>*Continue to develop opportunities to deliver elements of our Creative Industries support programme in Gaelic, to introduce Gaelic to international networks, and to promote the opportunities that Gaelic offers commercially. Introduce content on non-Gaelic themes, in Gaelic.</p> <p>**Work with partners to collate available resources which support entrepreneurialism with Gaelic into an easily accessible toolkit and widely publicise its availability. Identify any gaps in provision or new opportunities and work with partners to address these. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p> <p>**Engage Internationally with other complementary organisations to explore good practice in areas, such as place based, community plans and language as part of economic regeneration</p>
Target date	We will continue to consider Gaelic as part of our place-based approach to community development and as an opportunity to provide focussed opportunities for key sectors on a proactive basis. / + By end June 2024
Responsibility	Area Managers / *Head of Creative Industries / **Buidheann a' Phlana Gàidhlig

High-level aim	HIE will continue to collaborate on delivery of the National Gaelic Language Plan through its active involvement with the Faster Rate of Progress initiative.
Desired outcome	HIE is an effective and influential partner in realising a 'Faster Rate of Progress' and the next National Gaelic Plan.
Current practice	HIE contributes to a National Partnership developing a strategy for supporting the use of Gaelic in the labour market in the HIE region in cooperation with other public and private bodies.  Working with partners, in particular the Private Sector, Local Authorities, Skills Development Scotland and Bòrd na Gàidhlig, to support the awareness of career opportunities using Gaelic and the Development of the Young Workforce Strategy.
Actions required	Ensure through HIE involvement that Gaelic is considered as we engage with different stakeholders and strategy groups.  Effectively lead where appropriate, and contribute to the national A Faster Rate of Progress Workstreams:  <ul style="list-style-type: none"> <li>■ Community Engagement</li> <li>■ Economy and Labour Market</li> <li>■ Digital media participation and innovation</li> <li>■ Tourism and Culture workstream.</li> </ul> Support and inform the development of the next National Gaelic Plan
Target date	We will continue to collaborate on delivery of the National Gaelic Language Plan and associated initiatives through life of this Plan and beyond.
Responsibility	Head of Planning and Partnerships/ Innse Gall Area Manager

High-level aim	Gaelic conditions will be included wherever possible in relation to HIE financial support. Most likely to be in certain sectors such as creative industries, food and drink and tourism.
Desired outcome	Where appropriate, leverage greater uptake of the use of Gaelic through the use of conditions in HIE's legal undertakings and in awards of third party contracts.
Current practice	Where appropriate, when HIE is tendering work, we will encourage third party contractors to give consideration to the use of Gaelic and how they can contribute to the future health of the language, through the community benefit clause mechanism.
Actions required	We shall incorporate Gaelic conditionality for all interventions which contribute to our measure, 'No of projects supporting the Gaelic Economy'.  We will include Gaelic as a theme that can be selected for relevant projects within our Project Management System.  Where HIE is funding community development officers within Gaelic communities (as assessed by HIE) appropriate Gaelic conditions will be put in place, including Gaelic being meaningfully incorporated within the community's plan.
Target date	Progressively through the life of the Plan
Responsibility	Relevant project officers and delegated authorities



High-level aim	Encouragement and support will be given for using Gaelic as an asset to benefit businesses, particularly in the tourism, creative industries and food and drink sectors.
Proposed outcome	More effective place-based working which optimises stakeholder collaboration, the views and priorities of those in the place, the assets available, the taking of opportunities and responses to challenges, all leading to greater attractiveness and resilience.
Current practice	<p>Supporting the development of social enterprises and businesses demonstrating a viable business model associated with the provision of services encouraging the growth of Gaelic as a social and economic asset, with the very welcome consequent attraction of people, particularly the young and economically active, to the language.</p> <p>Lead partnership work with our national partners, to realise the value of Gaelic as an economic and social asset.</p> <p>Use the analysis of the research findings and evolving examples of best practice to encourage clients to consider, in conjunction with relevant Sector Growth Team Heads, how Gaelic can most effectively be applied in their operations to create new opportunities and benefits, particularly in the Creative Industries, Food and Drink, Tourism sectors.</p>
Actions required	<p>Develop archive of new content that:</p> <ul style="list-style-type: none"> <li>a) provides business related articles/video/blogs etc in Gaelic but relating to business or development related topics – e.g. How augmented reality is being used to promote galleries and museums, The impact of Netflix and the streaming ecosystem.</li> <li>b) outside industry explaining where they can see commercial opportunities for Gaelic e.g. synchronisation - provision of Gaelic music and song for (Gaelic and non-Gaelic) tv, film, adverts, games etc.</li> <li>c) current usage of Gaelic as a commercial asset e.g. the online customer engagement work developed by Julie Fowles and the opportunity created by patronage platforms like Patreon.</li> <li>d) Gaelic related news items.</li> </ul> <p>Work with partners to collate available resources which support entrepreneurialism with Gaelic into an easily accessible toolkit and widely publicise its availability. Identify any gaps in provision or new opportunities and work with partners to address these. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p>
Target date	Reviewed Annually
Responsibility	Head of Creative Industries and Buidheann a' Phlana Gàidhlig

## PROMOTING A POSITIVE IMAGE OF GAELIC

High-level aim	HIE will develop and promote a strategic commitment which highlights the contribution of growing Gaelic usage in island and rural communities as a support for economic and social sustainability and wellbeing.
Desired outcome	Gaelic is recognised as a significant contributor to the effectiveness of place-based economic and social resilience, sustainability and wellbeing in appropriate places
Current practice	Continuing to play an active and supportive role in efforts to increase Gaelic’s contribution to our national arts, recognising the value of normalising Gaelic content in the mainstream arts sector.
Actions required	<p>Ensure the opportunities through Gaelic as an economic and social asset are included in our strategic and significant investments where possible, including infrastructure and Growth Deal developments.</p> <p>We will continue to deliver our place-based approach to development, heightening awareness of considerations and opportunities relating to inclusion, net zero, population retention and attraction, culture and Gaelic language which support economic and social sustainability and wellbeing. [This action is relevant to more than one High-level aim, and is cited elsewhere]</p> <p>Participation and meaningful participation – we enable clients to create participation activities both in person and virtual with the evolution of business and service delivery models post COVID and with Net Zero influencing travel and participation.</p>
Target date	March 2024
Responsibility	Head of Planning and Partnerships

High-level aim	The Ar Stòras Gàidhlig research will be refreshed at the optimum time.
Desired outcome	Ensuring policy development and local place-based solutions are underpinned with a robust evidence base, which helps maximise opportunities for Gaelic language, culture and heritage within the broader framework of sustainable and inclusive economic development.
Current practice	<p>Where appropriate, capturing or influencing the capture of Gaelic language capabilities in survey research (both own-hand and collaborative) to broaden analytic potential and ensure the views and experiences of Gaelic speakers can be drawn out. Examples of this include Young People in the Highlands and Islands: Maximising Opportunity (2018) and the National Islands Plan Survey (2021).</p> <p>Using research findings to inform clients as to ways in which Gaelic can contribute positively to their business operations and marketing, to support creation of new opportunities and benefits.</p> <p>Support for innovative use of Gaelic as an asset mainstreamed within HIE’s discretionary investments.</p>
Actions required	<p>Undertake research to explore role of language, culture and heritage in supporting place-based development.</p> <p>Contribute to a National Gaelic Research Agenda to inform and influence policy and action to support place-based social and economic development.</p>
Target date	By March 2024
Responsibility	Senior Research Manager

## CORPORATE SERVICE AIMS

### STATUS

Desired outcome	<b>Logo and brand</b> - HIE's corporate logo and branding demonstrates equal prominence for both Gaelic and English.
Current practice	<p>HIE is known as, Highlands and Islands Enterprise / Iomairt na Gàidhealtachd's nan Eilean. There is only one HIE logo, and it is bilingual with equal prominence given to Gaelic and English</p> <p>We keep under review incorporation of Gaelic prominently, as appropriate, in all of HIE's marketing, stationery, events, exhibitions and public meetings (over and above the use of the bilingual logo).</p> <p>HIE's Customer Service leaflet will always be available in Gaelic or bilingually.</p>
Actions required	Continue to promote and use the bilingual HIE logo and brand in all external communications and internal communications as opportunities allow.
Target date	We will continue to explore new opportunities for Gaelic and bi-lingual content across our communication platforms.
Responsibility	Head of Marketing and Communications

Desired outcome	<b>Signage</b> - Prominent signage will include Gaelic and English as part of any renewal process.
Current practice	<p>Equal respect for English and Gaelic is shown as signage is renewed or updated.</p> <p>Increase the profile of Gaelic at HIE sites and across HIE, demonstrating equal respect for Gaelic and English on a new or replacement basis.</p> <p>Ensuring that equal respect is shown for Gaelic by being proactive in influencing adoption of equal respect for Gaelic in the public realm at regionally significant investment sites. E.g., Làrach Inbhir Nis, An Lòchran. *</p>
Actions required	Continue to promote and use the bilingual HIE logo and brand in all signage for locations and sites.
Target date	To be reviewed annually
Responsibility	Director of Business Infrastructure /*Managers of significant HIE investments



## COMMUNICATING WITH THE PUBLIC

Desired outcome	<b>Promotion</b> - Positive message that communication from the public in Gaelic is always welcome.
Current practice	<p>HIE's Communications Plan highlights our use of Gaelic in all our communications and Gaelic is normalised within the HIE Brand Guidelines with equitable status.</p> <p>We publicise the fact that we welcome applications, enquiries, communications correspondence, complaints and forms in Gaelic and have procedures to support this, ensuring that the response time for Gaelic enquiries is the same as that for English.</p> <p>Maintain a list of staff willing and able to process enquiries in Gaelic in the first instance. This list will be made available to all staff.</p> <p>All staff will be encouraged to have Gaelic (double sided) business cards and e-mail signatures to promote visible use of the language by all staff. Staff title translations and user-friendly ordering will facilitate this.</p> <p>We encourage and facilitate use of Gaelic by staff, including: Gaelic ability in staff profiles; Bilingual strap-line stating we welcome all correspondence in English or in Gaelic, in all publications and staff emails: through a list of translated common terms which is shared with stakeholders; Staff with Gaelic skills are encouraged to add 'G' to their email signature; Language resources, in physical and electronic form, and access to services such as translation and proofing.</p> <p>Gaelic is now prominently incorporated in lifts, receptions, welcome screens, intranet pages and electronic signatures.</p> <p>Periodically publicise achievements of key milestones, events and activities pertinent to this Plan. Consult with HIE's cohort of Gaelic users on their experiences using HIE services/ resources and enable their feedback to shape our Gaelic offer.</p>
Actions required	As part of our annual implementation plan, internal and external communications activities will be included to encourage the use of Gaelic across all communication platforms relating to appropriate subject matters.
Target date	By March 2024
Responsibility	Buidheann a' Phlana Gàidhlig

Desired outcome	<b>Written Communication</b> - 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.
Current practice	<p>When commissioning external Gaelic translation work, HIE use translators with a proven track record and a high level of expertise.</p> <p>HIE's standard IT build includes a Gaelic spell checker and the ability to apply accents to letters.</p>
Actions required	Highlight this offer more proactively and regularly through web and social media channels.
Target date	Review on an annual basis.
Responsibility	Head of Marketing and Communications

Desired outcome	Reception and phone - Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.
Current practice	Where practical and relevant, train an increasing number of staff to answer phones bilingually and deal appropriately with callers wishing to speak in Gaelic.
Actions required	Develop resources through Webinars or equivalent digital support to improve skills and greetings.  Many of HIE's offices are shared facilities with public sector partners and colleagues who may or may not have their own Gaelic Plans in place. Work with those partners to realise Gaelic speaking reception staff where appropriate and possible.
Target date	June 2024
Responsibility	Buidheann a' Phlana Gàidhlig

Desired outcome	Events - Opportunities to hold public events bilingually or in Gaelic are regularly explored and promoted.
Current practice	We will include the use of Gaelic at meetings in the Outer Hebrides and other communities where there are a high percentage of Gaelic speakers.  We offer digital events through XpoNorth incorporating simultaneous translation. We both work with partners and through our own activities to both provide and enable the availability of simultaneous translation in events and equipment for meetings as opportunities arise, making the equipment available both externally and internally.
Actions required	Continue to explore opportunities for Gaelic, bilingual and multi-lingual communications throughout our platform especially with new media and communications.
Target date	Reviewed on an annual basis
Responsibility	Area Manager IG (other Area Managers as appropriate)

## INFORMATION

Desired outcome	News releases – High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.																
Current practice	We produce all HIE press releases relating to Gaelic bilingually, as well as those determined by the Marketing and Communications Team to be of the highest profile.																
Actions required	We will continue to increase our news release content. <table border="1" data-bbox="486 1444 1500 1579"> <thead> <tr> <th></th> <th>2019/20</th> <th>Change</th> <th>2020/21</th> <th>Change</th> <th>2021/22</th> <th>Change</th> <th>2022/23</th> </tr> </thead> <tbody> <tr> <td>News Releases</td> <td>5</td> <td>0%</td> <td>5</td> <td>160%</td> <td>13</td> <td>23%</td> <td>16</td> </tr> </tbody> </table> Ensure that at least 10% of HIE's news releases are bilingual over the first two years of this edition of our Plan.		2019/20	Change	2020/21	Change	2021/22	Change	2022/23	News Releases	5	0%	5	160%	13	23%	16
	2019/20	Change	2020/21	Change	2021/22	Change	2022/23										
News Releases	5	0%	5	160%	13	23%	16										
Target date	Annual review and Monitoring Report																
Responsibility	Head of Marketing and Communications																

Desired outcome	Social Media - Gaelic content distributed regularly through social media, guided by the level of actual and potential users.																
Current practice	We produce and post social media content relating to Gaelic bilingually, as well as those determined by the Marketing and Communications Teams to be of the highest profile. We also regularly re-post Gaelic social media content generated by other stakeholders.																
Actions required	<p>We will continue to increase our Gaelic Social Media content.:</p> <table border="1"> <thead> <tr> <th></th> <th>2019/20</th> <th>Change</th> <th>2020/21</th> <th>Change</th> <th>2021/22</th> <th>Change</th> <th>2022/23</th> </tr> </thead> <tbody> <tr> <td>Social Media</td> <td>9</td> <td>33.3%</td> <td>12</td> <td>417%</td> <td>62</td> <td>65%</td> <td>102*</td> </tr> </tbody> </table> <p>Continue to increase the volume social media posts which are either bilingual or Gaelic only to at least 80 per year, increasing to at least 100 by the end of the plan (2028).</p> <p>*This figure is higher than normal due to two Seachdain na Gàidhlig activities falling into the timescale assessed.</p>		2019/20	Change	2020/21	Change	2021/22	Change	2022/23	Social Media	9	33.3%	12	417%	62	65%	102*
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Target date	Annual review and Monitoring Report.																
Responsibility	Head of Marketing and Communications																

Desired outcome	Website - Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.
Current practice	We progressively develop our website, making annual assessments of progress, to enhance the experience for Gaelic readers and ensure Gaelic is prominently displayed and integrated into our content.
Actions required	<p>We will ensure that Gaelic is integrated throughout our website increasing prominence of its use as a social and economic asset.</p> <p>We will incorporate a digital monitoring system that will inform an evidence-based approach to the development of Gaelic content by HIE. This will include the website and social media platforms and consider different formats to focus our approach.</p> <p>We will also actively consider Gàidhlig opportunities in all commissioned content.</p>
Target date	Annual Review and Monitoring Report
Responsibility	Head of Marketing and Communications

Desired outcome	Corporate Publications - Produced in Gaelic and English, with priority given to those with the highest potential reach.
Current practice	<p>HIE corporate publications are produced bilingually incorporating both languages within a single publication, whenever this presents an opportunity to add real value to the Gaelic reader's experience or is particularly impactful in terms of raising awareness of HIE's commitment to Gaelic. We note that the trend is increasingly towards digital publications.</p> <p>Where Gaelic and English appear in the same publication, equal respect is accorded.</p>
Actions required	Continue to review potential Gaelic content for each publication, monitoring usage and engagement for Gaelic versions of materials.
Target date	Review annually.
Responsibility	Head of Marketing and Communications



Desired outcome	Language utility - A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.
Current practice	We keep under review the evidence base for the use of Gaelic in corporate publications which maximises impact and responds to the needs of our service users.  We endeavour to remain aware of Gaelic corpus developments.  As we develop policies, proactively consider the impact and opportunities relevant to Gaelic. Priority will be given to high Gaelic opportunity and externally facing policies in the first instance. *
Actions required	Continue to utilise key official resources and engage specialist support to deliver our Gaelic activities.
Target date	Review annually.
Responsibility	Head of Marketing and Communications  *Director of Process Improvement and Internal Audit

Desired outcome	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.
Current practice	We keep under review incorporation of Gaelic prominently, as appropriate, in exhibitions (over and above the use of the bilingual logo).
Actions required	Continue to use Gaelic within both our external exhibition activities and our internal displays as appropriate.
Target date	Review annually.
Responsibility	Head of Marketing and Communications

## STAFF

Desired outcome	<b>Internal audit</b> - Conduct an internal audit of Gaelic skills and training needs through the life of each plan.
Current practice	We maintain a continuous record of Gaelic skills and training needs and aspirations through our HR computerised staff profiles which highlight Gaelic language skills.
Actions required	Continue to monitor Gaelic Skills and activities through our HR System and annual review process, promoting opportunities for language skills development.
Target date	Review annually.
Responsibility	Director of Human Resources

Desired outcome	Induction - Knowledge of the public authority's Gaelic language plan included in new staff inductions
Current practice	HIE staff and board members through their induction, are provided with an introduction to Gaelic pack, where part of this session is specific to HIE's Gaelic Plan and the actions arising from it.
Actions required	Review our Gaelic Induction process on an annual basis and ensure it is provided at key stages in the HIE, ensuring accountability and responsibility is clear along with the benefits of Gaelic and bilingualism.
Target date	Review annually.
Responsibility	Director of Human Resources

Desired outcome	Language training - Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.
Current practice	<p>We provide advice, flexibility, and up to 100% financial support to all members of staff wishing to raise their Gaelic skills, subject to agreement through Personal Development Plans and in line with HIE's Further Education Policy.</p> <p>HIE seeks to collaborate with other public sector bodies to generate sustainable cohorts of learners.</p> <p>HIE staff willing and able, or potentially able, to conduct business in Gaelic, are given extended training to enable them to do so. We will particularly encourage those with opportunities to interface with HIE's clients, and those with corporate communications or marketing roles.</p>
Actions required	Maintain current practice regarding staff training extending to Board members. Promote allowance of normal working hours that can be dedicated to Gaelic learning that is detailed and agreed in staff PDPs.
Target date	Review annually.
Responsibility	Director of Human Resources

Desired outcome	Awareness training -Gaelic awareness training offered to staff, with priority given to directors, board members, and staff dealing directly with the public.
Current practice	HIE staff and board members through their induction, are provided an opportunity to attend a Gaelic awareness session.
Actions required	<p>More proactively encourage attendance at Gaelic Awareness session either in person, or via a virtual module.</p> <p>Support the delivery of virtual Gaelic Awareness module opportunities as requested by staff.</p>
Target date	Engage in a new cycle of Awareness training for December 2023
Responsibility	Director of Human Resources

Desired outcome	Recruitment - Recognising and respecting Gaelic skills within the recruitment process throughout the public authority
Current practice	We enter Gaelic as desirable element in all recruitment processes.
Actions required	Through the Workforce Planning cycle continue to consider Gaelic skills requirements for each post.
Target date	Review annually.
Responsibility	Director of Human Resources

Desired outcome	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.
Current practice	<p>The Gaelic requirements of each role is considered at two levels by the team and line manager drafting the job description and the Workforce Planning Forum. All roles in HIE are considered by the Workforce Planning Forum who consider the needs and requirements of each role.</p> <p>In order to ensure that we have an appropriate level of Gaelic skills amongst our staff, to deliver the commitments of our Plan, particularly in communications and our client facing staff in high % Gaelic speaking areas, our HR team/senior managers will carry out a review of every new post to establish if it should be designated as a Gaelic essential.</p> <p>Work in partnership with our co-occupants, UHI and SAC to realise a Gaelic essential reception post at our Làrach Inbhir Nis, largest office, An Lòchran, in the course of natural staff turnover. Contract staff in this post will be offered and encouraged to take up the same Gaelic training as HIE staff.</p> <p>We have recently grown our Gaelic essential roles to 3 who are delivering against this plan in addition to those with capabilities though the HR Performance Management system and those who are delivering on our agenda who as part of their function.</p>
Actions required	Maintain current practice and extend to other shared offices where practical and appropriate.
Target date	Review annually.
Responsibility	Director of Human Resources

Desired outcome	Recruitment - Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
Current practice	<p>Use of bilingual job adverts for all posts where Gaelic is an essential skill.</p> <p>We also use Gaelic social media promotion to support our recruitment which has been successful.</p>
Actions required	Continue to promote the opportunities with Gaelic and utilise Gaelic as part of the recruitment process.
Target date	Review annually.
Responsibility	Director of Human Resources



## GAELIC LANGUAGE CORPUS

Desired outcome	Gaelic Orthographic Conventions - The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.
Current practice	We are guided by the Gaelic Orthographic Conventions in spelling and style.
Actions required	We will continue to use the Gaelic Orthographic Conventions in spelling and style.
Target date	Continue to both promote and use the Gaelic Orthographic Conventions in spelling and style.
Responsibility	Head of Marketing and Communications

Desired outcome	Place-names - Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
Current practice	In external Gaelic publications, we use Ainmean-Àite na h-Alba in determining and understanding placenames, spelling and style.
Actions required	We will continue to use Ainmean-Àite na h-Alba in determining and understanding placenames, spelling and style.
Target date	Continue to promote and use Ainmean-Àite na h-Alba in determining and understanding placenames, spelling and style.
Responsibility	Head of Marketing and Communications

## 4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

HIE recognises that Gaelic permeates all aspects of our national life and therefore it contributes to our people, our place, our prosperity and our wellbeing. HIE's work is focused on inclusion, growth and sustainability. We will track progress and change as a direct result of our interventions and also in our client portfolio overall through a set of primary and support measures which contribute to the short, medium, and long-term outcomes in the Enterprise and Skills Strategic Board performance framework and the National Performance Framework of Scotland (NPF). The NPF sets out the purpose: To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth.

### Scotland's National Performance Framework

#### OUR PURPOSE, VALUES AND NATIONAL OUTCOMES





Border sign, Isle of Harris and the Isle of Lewis

## 5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

**HIE recognises the importance of collaborative effort to achieve further progress and increase the rate of growth of Gaelic and the need to align plans to deliver shared objectives for Gaelic.**

Through our Area Teams, we will actively engage with Community Planning Partnerships to support delivery of local frameworks such as Single Outcome Agreements. There are opportunities to further deliver Gaelic benefits through current and nascent growth deal projects across the region and through local and regional sectoral plans.

HIE is currently developing a new five-year strategy which will refresh our vision for the region and our contribution to delivering the ambitions set out in the National Strategy for Economic Transformation. Regionally, HIE will be active in supporting the commitment from the Convention of the Highlands and

Islands (COHI) to ensure Gaelic is considered and integrated into economic and community development support across the region and collaborate to promote Gaelic where possible. It is recognised that many of the places which are experiencing demographic challenges have a strong tradition in Gaelic, and the establishment of a working group to develop action plans to target these areas and pilot new initiatives to stem decline and increase population will be a key focus. The Highlands and Islands Skills Investment Plan clearly indicates opportunities especially in the creative industries sector for Gaelic as a driver for economic development. HIE will maintain our commitment to working with partners to support the delivery of this Plan and the creative industries sector.



Calanais Standing Stones, Isle of Lewis

## 6. PUBLICATION

### PUBLISHING AND PUBLICISING THE PLAN

#### INTERNAL

All HIE colleagues have been surveyed and consulted on the development of this edition of our Gaelic Plan. The plan has been shared with all staff and they were able to contribute.

The plan, progress updates and monitoring reports as presented to the HIE Leadership Team and Board are available to all staff. This is publicised via our Intranet and also our Viva Engage staff discussion platform.

#### EXTERNAL

Highlands and Islands Enterprise's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:-

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute e-copies of the plan to key stakeholders in the public, private and third sectors
- distribute copies to arm's length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request





Shawbost Mill, Isle of Lewis

## 7. RESOURCING THE PLAN

**This plan provides a framework for the development and delivery of our ambitions and opportunities for the next five years. Many aspects of our strategic and corporate activity associated with the plan are normalised within our activities. There are aspects we look forward to taking a proactive approach to and working with our partners to address and deliver.**

Though we will continue to normalise new activities and opportunities into our work, as part of our annual planning for the delivery of our plan, we will include an assessment of resource requirements and ensure these are in place.

Our Buidheann a' Phlana Gàidhlig and its immediate internal networks will form the core of the HIE resources required to deliver our Plan commitments. We also expect to identify other resources through the evolution of HIE's young workforce. The review of monitoring reports by HIE's Leadership Team, will be used to either confirm we have adequate resource, or to bring further resources to the work, to ensure we deliver on the Plan's commitments.





Galson Estate Trust Isle of Lewis, Outer Hebrides

## 8. MONITORING THE PLAN

HIE's plan is owned by the whole organisation and represented by our Buidheann a' Phlana Gàidhlig, who will nurture and monitor Plan progress, and lead internal and external communications relating to delivering the Plan. We will produce reports for our Leadership Team, which will be shared with the whole organisation twice yearly. We will provide an annual progress report to our Board and BnG to coincide with celebrating the anniversary of our Plan.

# 9. THE GAELIC LANGUAGE PLAN IN THE PUBLIC AUTHORITY

## OVERALL RESPONSIBILITY FOR THE PLAN

HIE's Chief Executive has overall responsibility for preparation, delivery and monitoring of Highlands and Islands Enterprise's Gaelic Language Plan.

### **STUART BLACK**

Àrd-Oifigear/ Chief Executive

## DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Area Manager for Innse Gall has operational responsibility for the delivery and monitoring of Highlands and Islands Enterprise's Gaelic Language Plan.

Queries regarding the plan should be addressed to:

### **Joanna Peteranna**

Manaidsear Sgìreil | Area Manager – Innse Gall

## Other useful contacts within Buidheann a' Phlana Gàidhlig include its Chair:

### **DOUGLAS COWAN**

Stiùiriche Coimhearsnachdan is Àite | Director of Communities and Place  
Communities and Place Directorate

## And Gaelic speaking contacts:

### **MAIRI BUCHANAN**

Ard-Mhanaidsear Leasachaidh | Senior Development Manager

### **MAIRI GILLIES**

Manaidsear Conaltraidh | Communications Manager

### **AMY MURRAY**

Manaidsear Leasachaidh Ceumnache (Gàidhlig) | Graduate Development Manager (Gaelic)

### **CLAIRE DAVIDSON**

Manaidsear Leasachaidh | Development Manager

**FOR MORE INFORMATION, PLEASE CONTACT [ENQUIRIES@HIENT.CO.UK](mailto:ENQUIRIES@HIENT.CO.UK) OR 01463 245 245**

## GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

Our Buidheann a' Phlana Gàidhlig (Gaelic Language Plan Group) will nurture and monitor Plan progress and lead internal and external communications relating to delivering the Plan.

Buidheann a' Phlana Gàidhlig members will represent appropriate internal functions and levels of seniority across the organisation.

Buidheann a' Phlana Gàidhlig will be Chaired by a Director and meet six monthly as well as operating proactively between those meetings.

## ENGAGING WITH STAFF

The whole of HIE's staff complement is being surveyed and consulted on the development of this edition of our Gaelic Plan. As the plan develops staff will have an ability to contribute. As the Plan passes key stages it will be shared with all staff. The finalised plan will be shared with all staff and teams will be encouraged to review how they can add value to the delivery of the Plan.

## ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

We will share and highlight our Gaelic Plan with arm's length organisations and other third parties who deliver services on our behalf, ensuring they are aware of our Plan's ambitions for Gaelic. They will be encouraged to act supportively to HIE's delivery of its Gaelic plan commitments.



## APPENDIX 1 – INTERNAL GAELIC CAPACITY AUDIT

As previously mentioned, our internal Gaelic capacity monitoring has been integrated into HIE's HR staff review and profile platform. This both maintains a record of Staff Gaelic skills and also people's aspirations and interest in developing their skills. As part of the work leading up to this edition of our Plan, we asked all staff to update their profiles. From those who have indicated their Gaelic abilities and ambitions, we know that we currently have 50 colleagues with some level of Gaelic language skills, of those 29 are beginners, 12 intermediate, 3 advanced and 6 fluent.

For the level of interest in Gaelic development there are 63 fairly interested, 40 very interested, 11 interested but have no capacity at the moment, 66 not very interested and 46 that are not interested.

Our Plan is also built on a recent survey of all staff and their expressions of support, highlighting five key areas: leadership, skills and learning, internal and external communication and tools, targeted approaches and wider overall development context.

It should be noted that while these figures reflect the current capabilities, Gaelic Plan delivery rests with the whole organisation as part of delivering our economic and social remit.

We intend to review the information held and the results from this intelligence to understand and consider additional granular information which will support delivery of our plan and which we monitor by matter of course such as employees supported in Gaelic learning.

## APPENDIX 2 – PUBLIC CONSULTATION

Our public consultation received 9 written responses.

Name/ Organisation	Date received	Note
1 Individual	30/12/2021	General, focus on Gaelic heartlands, desire for bite-sized learning, highlighting Scots dialects, everyday use of Doric, desire for actions on Scots dialects
2 Fèisean nan Gàidheal	7/2/2022	A positive response, highlighting the impact of our investment via Fèisean nan Gàidheal to many of our target areas and priorities. Highlights strengths in our plans and opportunities to progress further.
3 Scottish Funding Council	9/2/2022	Positive response highlighting areas of collaboration with their recently approved new plan.
4 Comhairle nan Eilean Siar	11/2/2022	Positive response highlighting areas of strength and opportunity to develop.
5 UHI	11/2/2022	Positive response highlighting the synergy in our strategies and geographies and advocates a new approach to development in communities based on LSI proposals for community engagement which they endorse.
6 UHI Language Sciences Institute and UHI-based Soillse Researchers	8/2/2022	A positive response, welcoming the proposals and identifying areas of importance and collaboration with the LSI.
7 Skills Development Scotland	11/2/2022	A positive response highlighting the areas of synergy and partnership approaches to shared agendas, building on our established relationship and joint agenda.
8 The Scottish Government	11/2/2022	A positive response identifying particular areas of strength such as the recognition of Gaelic's importance, our economic growth activity and our research.
9 Scottish Enterprise	11/2/2022	Supportive response looking to work with us on common areas and opportunities.



**HIE**

Highlands and Islands Enterprise  
Iomairt na Gàidhealtachd 's nan Eilean