

Moray Council **Gaelic Plan**

Plana Cànanain Gàidhlig Comhairle Mhoiriebh

2017-2022

This Gaelic language plan was prepared under section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on the 15 June 2017



Foreword

Moray Council recognises that Gaelic is one of Scotland's national languages and an integral part of Scotland's heritage, national identity and its cultural life.

In Moray our commitment to Gaelic is to seek authentic ways to raise awareness through its transparent use. The aim of our plan is to develop the status of Gaelic through raising awareness of Gaelic and developing a framework to allow this to happen. We are therefore committed to the objectives set out in the National Gaelic Language Plan.

The Gaelic Language (Scotland) Act 2005 aims to strengthen and secure the status of Gaelic as an official language commanding equal respect to the English Language. The Act provides a framework for the Council and describes how we plan to develop Gaelic in our operations. Moray has a Gaelic tradition with some areas where Gaelic was spoken until latter half of the last century and the use of the language has continued through Gaelic speakers coming in to the area.

The national growth and interest in the language has created an interest in the learning of the Language. It is often mentioned that Gaelic is not spoken in Moray but it is used frequently by residents, visitors and business when referring to place names many of which are Gaelic and people regularly use a variety of words probably derived from Gaelic such as pet, trousers, ceilidh, galore, bog, slogan, smashing and, of relevance to Moray, whisky. So it is a significant element in what makes Moray the place that it is now.

Promotion of Gaelic needs to be linked to awareness of the many cultural identities that exist within Moray, including those of other minority languages living in Moray. A diverse and rich cultural tradition is important to the people of Moray. It will therefore require an approach which recognises Moray's tradition, use and potential use of language in Moray. It also recognises the current position of Gaelic learning in Moray and in this first iteration of our plan we seek to address the issues of raising awareness of the language, and the benefits that Gaelic can bring to Moray in terms of raising educational attainment and the economic development of the area.

Moray Council recognises that it is starting from a very low base with no provision currently for the development of Gaelic. Moray' Council's Gaelic Language Plan is based on the statutory criteria laid out in the 2005 Act and of the National Gaelic Language Plan and Guidance on the development of Gaelic Language Plans as well as the statutory duties around Gaelic Medium Education arising from the Education (Scotland) Act 2016. In its provision it recognises the current lack of provision and the low base point at which this authority starts out. It takes account the need to increase awareness in order that a realistic assessment can be made of the scale of provision required. We are confident that the plan outlined will help meet the national objectives and ensure that the Gaelic language and culture survives and grows in Moray.

Facal-tòisich

Tha Comhairle Mhoireibh ag aithneachadh gu bheil Gàidhlig air aon de chànanan nàiseanta na h-Alba agus na pàirt bhunaiteach de dhualchas, dearbh-aithne nàiseanta agus beatha chultarach na h-Alba.

Ann am Moireibh, tha sinn air rùnachadh a bhith ag amas air dòighean fìora gus mothachadh a thogail mun Ghàidhlig tro mhodhan cleachdaidh a tha soilleir. 'S e amas a' Phlana againn cur ri inbhe na Gàidhlig tro bhith a' togail mothachadh air a' Ghàidhlig agus a bhith a' cruthachadh frèama-obrach gus an tachair seo. Mar sin, tha sinn a' toirt taic do na h-amasan anns a' Phlana Cànan Nàiseanta Gàidhlig.

'S e amas Achd na Gàidhlig (Alba) 2005 inbhe na Gàidhlig a neartachadh agus a dhaingneachadh mar chànan oifigeil aig a bheil spèis cho-ionann ris a' Bheurla. Tha Achd na Gàidhlig a' toirt frèama-obrach dhan Chomhairle agus a' mìneachadh mar a tha sinn an dùil Gàidhlig a leasachadh san obair againn. Tha dualchas Gàidhlig aig Moireibh agus bha a' Ghàidhlig ga bruidhinn ann an cuid de sgìrean gus an dàrna leth den linn mu dheireadh agus tha seo air leantainn le luchd-labhairt na Gàidhlig a' gluasad a-steach dhan sgìre.

Le tuilleadh ùidh agus fàs sa chànan air feadh na dùthcha, tha barrachd dhaoine airson a' Ghàidhlig ionnsachadh. Thathar ag ràdh gu tric nach eil Gàidhlig ga bruidhinn ann am Moireibh ach 's ann tric a tha i ga cleachdadh le muinntir an àite, le luchd-tadhail agus le gnìomhachasan agus iad ag ainmeachadh ainmean-àite na sgìre agus gu leòr dhiubh sin air tighinn bhon Ghàidhlig agus bidh daoine gu tric is minig a' cleachdadh fhaclan Beurla a thàinig bhon Ghàidhlig leithid pet, trousers, cèilidh, galore, bog, slogan, smashing agus, facal gu math cudromach ann am Moireibh, whisky. Mar sin, bha a' Ghàidhlig na pàirt cudromach ann a bhith a' cruthachadh sgìre Mhoireibh mar a tha i an-diugh.

Feumaidh obair brosnachaidh na Gàidhlig a bhith ceangailte ri mothachadh air na fèin-aithnean eile ann am Moireibh, a' gabhail a-steach mion-chànanan eile a tha beò ann am Moireibh. Tha dualchas beartach eadar-mheasgte cudromach do mhuinntir Mhoireibh. Mar sin, bidh feum air dòigh-obrach a thaobh chànanan a tha ag aithneachadh eachdraidh, cleachdadh san latha an-diugh agus dòighean sam faodadh cànanan a chleachdadh san àm ri teachd ann am Moireibh. Tha e cuideachadh ag aithneachadh suidheachadh na Gàidhlig ann am Moireibh aig an àm seo agus, sa chiad tionndadh den Phlana againn, tha sinn airson barrachd eòlais a bhith aig daoine mun chànan agus mu na buannachdan na lùib do Mhoireibh a thaobh àrdachadh coileanadh foghlaim agus leasachadh eaconamach na sgìre. Tha Comhairle Mhoireibh ag aithneachadh gu bheil i a' tòiseachadh bho ìre gu math ìosal a chionn 's nach eil ullachadh sam bith ann airson leasachadh na Gàidhlig aig an àm seo.

Tha Plana Gàidhlig Comhairle Mhoireibh stèidhichte air na slatan-tomhais reachdail ann an Achd na Gàidhlig 2005, ann am Plana Cànan Nàiseanta na Gàidhlig agus ann an Stiùireadh reachdail air deasachadh Phlanaichean Gàidhlig cho math ri dleastanasan reachdail a thaobh Foghlam tro Mheadhan na Gàidhlig fo Achd an Fhoghlaim (Alba) 2016. Anns an ullachadh sa phlana, tha e ag aithneachadh nach eil mòran ullachaidh ann aig an àm seo agus gu bheil an t-ùghdarras seo a' tòiseachadh bho ìre ìosal. Tha e a' gabhail feart gum feum mothachadh àrdachadh gus an gabh measadh ceart a dhèanamh air dè an ìre de sholar a tha a dhìth. Tha sinn cinnteach gum bi am Plana seo na chuideachadh gus na h-amasan nàiseanta a choileanadh agus gus dèanamh cinnteach gum mair a' Ghàidhlig agus a cultar beò, agus gun tig fàs orra, ann am Moireibh.

Roddy Burns
Chief Executive Àrd-oifigear



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A vertical photograph of a coastal scene. In the foreground, there are large, dark, wet rocks. The water is a deep blue with some white foam from small waves. In the background, a steep, rocky cliff rises from the water's edge. The sky is a pale, clear blue.

Summary

Moray Council recognises that Gaelic is a key part of Moray's culture, heritage and identity as it is for Scotland, the Council supports the objectives of the National Gaelic Language Plan and will work to develop the necessary infrastructure for the language to have a future in the longer term. The plan sets out to contribute to the national effort to develop the language and ensure it has a sustainable future in Scotland. Moray Council is committed to demonstrating equal respect regarding any bilingual services (Gaelic and English).

This plan recognises the fragility of the language in Moray and it also recognises that it is an area with a diverse cultural heritage and, for example, the use of Doric for many in the area is seen as an important element of Moray cultural life. Gaelic speakers are few in Moray which underlines the fragility of the language. In the 2011 population census shows that Moray was one of the areas where there was a growth in numbers of people with Gaelic ability in 2001-2011. We are also aware that as populations increase and the popularity across Scotland of the language increases the demand for Gaelic provision increases.

This Gaelic language plan is prepared in the context of the Gaelic Language (Scotland) Act 2005 and takes account of the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans. It also takes account of the Education (Scotland) Act 2016 and its statutory provisions for Gaelic Medium Education. It describes how Moray Council will use Gaelic in day to day functioning of the Council and how we plan to promote Gaelic in Moray. We will work with Bòrd na Gàidhlig Community Planning, Partners, neighbouring authorities and the communities of Moray to raise the profile and develop the Gaelic language in Moray.

Geàrr-Chunntas

Tha Comhairle Mhoireibh ag aithneachadh gu bheil a' Ghàidhlig na h-eileamaid chudromach ann an cultar, dualchas agus fèin-aithne Mhoireibh, mar a tha fìor mu Alba air fad. Tha a' chomhairle ag aontachadh ri amasan Plana Cànan Nàiseanta na Gàidhlig agus obrachaidh i gus am bun-structar a chruthachadh a tha a dhìth gus dèanamh cinnteach gum bi i seasmhach san ùine fhada. Tha am Plana ag amas air cur ris an oidhirp nàiseanta gus leasachadh a thoirt air a' chànan agus gus dèanamh cinnteach gum bi i seasmhach ann an Alba san àm ri teachd. Tha Comhairle Mhoireibh air rùnachadh spèis co-ionann a nochdadh ann an seirbheis sam bith a tha dà-chànanach (Gàidhlig is Beurla).

Tha am Plana ag aithneachadh suidheachadh cugallach a' chànan ann am Moireibh agus cuideachd gu bheil Moireibh na sgìre le dualchas eadar-mheasgaichte agus, mar eisimpleir, gu bheil a' Bheurla Ghallda ga faicinn mar iomadh duine san sgìre mar rud a tha air leth cudromach ann am beatha chultarail Mhoireibh. Chan eil mòran daoine ann an Moireibh aig a bheil Gàidhlig, rud a tha a' sealltainn cho cugallach sa tha suidheachadh a' chànan. Tha cunntas-sluaigh 2011 a' sealltainn gun robh Moireibh am measg nan sgìrean far an robh àrdachadh anns an àireamh de dhaoine aig an robh comas sa Ghàidhlig eadar 2001 agus 2011. Tha sinn cuideachd mothachail gu bheil an t-àrdachadh san àireimh-shluaigh, agus barrachd ùidh aig muinntir na h-Alba sa chànan, a' ciallachadh gum bi iarrtas a bharrachd ann airson seirbheisean Gàidhlig.

Tha am Plana Gàidhlig seo ga ullachadh ann an co-theacsa Achd na Gàidhlig (Alba) 2005 agus tha le mothachadh do Phlana Nàiseanta na Gàidhlig agus dhan Stiùireadh air Deasachadh Phlanaichean Gàidhlig. Tha e cuideachd a' gabhail feart air Achd an Fhoghlaim (Alba) 2016 agus na h-ullachaidhean reachdail aice a thaobh Foghlam tro mheadhan na Gàidhlig. Tha e a' toirt cunntas air mar a chleachdas Comhairle Mhoireibh a' Ghàidhlig ann an obair làitheil na Comhairle agus air mar a tha sinn an dùil Gàidhlig a bhrosnachadh ann an Moireibh. Obrachaidh sinn le Bòrd na Gàidhlig, le Buidhnean Planadh Coimhearsnachd, ùghdarrasan ionadail eile agus le coimhearsnachdan Mhoireibh gus ìomhaigh na Gàidhlig àrdachadh agus gus a' Ghàidhlig a leasachadh ann am Moireibh.



Structure of the Gaelic Language Plan

Chapter 1 – Introduction

The first chapter will provide the background and context within which this plan is being developed; it will give a brief description of Moray and the roles and functions of Moray Council. It also gives a picture of the current position of Gaelic in Moray.

Chapter 2 – Core commitments

The second chapter will describe how Moray Council will develop the use of Gaelic within its sphere of operation focussing on identity, our communications, and publications and staffing. In outlining our commitment we are describing a baseline provision and we would hope that the spirit of the National Plan and our own plan would encourage further developments in the language.

Chapter 3 – Policy implications

This chapter will describe how Moray Council will contribute to the National Gaelic Language Plan in its planning and delivery of services.

Chapter 4 – Implementation and monitoring

This chapter will describe how Moray Council will implement, monitor and evaluate the plan as well as the details of how this will be published.

Consultation

The 2005 Act requires public authorities to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. This draft was presented to the Council and following the consultation period passed to Bòrd na Gàidhlig for approval. Following approval of the draft plan by the Council the plan will be made available on the Councils Internet, inviting comment and meetings will be held with Gaelic groups and speakers in Moray. Using VOiCE we met National Standards of Community Engagement; with a minimum of 8 weeks consultation period. A Gaelic and English draft of the plan was published and made available to the public and employees prior to the submission of the plan for approval.

Structar à Phlana Ghàidhlig

Caibideil 1 – Ro-Ràdh

Anns a’ chiad chaibideil seo leughar mun eachdraidh agus co-theacsa a tha air cùl a’ Phlana Ghàidhlig seo; le cunntas goirid air Moireibh fhèin agus air obair agus dleastanasan Comhairle Mhoireibh. Tha geàrr-chunntas ann cuideachd air suidheachadh na Gàidhlig ann am Moireibh san latha an-diugh.

Caibideil 2 – Bun-Dhleastanasan

Anns an dàrna chaibideil tha fiosrachadh ann air mar a leasaicheas Comhairle Mhoireibh cleachdadh na Gàidhlig na h-obair, le prìomhachas ga chur air fèin-aithne, conaltraidhean, foillseachaidhean agus luchd-obrach. Agus sinn a’ cur na gealltanasan an cèill, tha sinn a’ toirt cunntas air a’ bhun-loidhne de sholair agus bhiomaid an dùil gum broснаich spiorad a’ Phlana Nàiseanta agus a’ phlana againn fhèin barrachd leasachaidhean sa chànan.

Caibideil 3 – A’ Bhuidh air Poileasaidh

Tha a’ caibideil seo a’ toirt cunntas air mar a chuireas Comhairle Mhoireibh ri cur an gnìomh Plana Cànan Nàiseanta na Gàidhlig san obair phlanaidh aice agus ann a bhith a’ libhrigeadh sheirbheisean.

Caibideil 4 – Buileachadh agus Dearcnachadh

Tha a’ chaibideil seo a’ toirt cunntas air mar a thèid am Plana a chur an gnìomh, a dhearcnachadh agus a mheasadh le Comhairle Mhoireibh, le fiosrachadh ann cuideachd air mar a thèid seo fhoillseachadh.

Co-chomhairleachadh

Fo Achd 2005, feumaidh buidhnean poblach ullachadh a’ Phlana Ghàidhlig aca thoirt gu aire nam buidhnean/daoine uile aig a bheil ùidh sa chùis. Chaidh an dreach seo a chur air beulaibh na Comhairle agus, às dèidh co-chomhairle a bhith ann, chaidh a chur an uair sin gu Bòrd na Gàidhlig airson aonta. Às dèidh dha a bhith air aontachadh leis a’ Chomhairle, chaidh am Plana a chur air làrach-lìn na Comhairle, chaidh beachdan iarraidh agus chaidh coinneamhan a chumail le buidhnean Gàidhlig agus le luchd-labhairt na Gàidhlig ann am Moireibh. Tro bhith a’ cleachdadh VOICE tha a’ Chomhairle a’ coileanadh nan Slatan-tomhais Nàiseanta air Conaltraidhean Coimhearsnachd; le co-chomhairle a’ ruith fad ochd seachdainean aig a’ char as lugha. Chaidh dreachd den phlana fhoillseachadh sa Ghàidhlig agus sa Bheurla agus bha cothrom aig a’ phoball agus aig an luchd-obrach seo fhaicinn mus deach am plana a chur airson aonta.

Chapter 1 – Introduction

National Context

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to secure the status of Gaelic as an official language and the intention that it should command equal respect to the English language.

Principle of Equal Respect

The principle of equal respect is built into the 2005 Act by the Scottish Parliament as a positive statement to stress the worth and value of the Gaelic language. It recognises the fact that users of Gaelic want to use Gaelic as normally as possible and that there should be a generosity of spirit towards the language across Scotland and should not suffer any lack of respect. This respect should be at a personal and corporate level. Bòrd na Gàidhlig provides guidance which states that giving Gaelic an equal respect does not mean identical treatment for Gaelic and English or that a particular level of Gaelic provision must be made available in all circumstances. Alternatively it encourages all Scottish public bodies to endeavour, whatever the particular landscape they face, to be supportive and generous to Gaelic development and to prepare their Gaelic Language Plans with a view to facilitating the use of Gaelic to the greatest extent appropriate to individual circumstances.

Moray

Moray has a growing population of around 94,350. The district nestles between the mountainous highlands and the flat, fertile farmlands of the north-east. Moray is located between two of Scotland's cities; Aberdeen and Inverness. The main connections between these centres, the A96 and the Inverness-Aberdeen rail line, pass through Moray, providing its main links to the strategic transport network and access to markets in the central belt and beyond. Residents in western Moray can commute relatively easily to Inverness and Nairn. Inverness's Dalcross Airport is 18 miles to the west and offers a range of services to UK and Irish locations.

Elgin is Moray's primary centre, with the largest population and business concentration, and the main centre for retail, commercial and leisure provision. To varying degrees Forres, Buckie, Keith and Lossiemouth have their own catchments and have secondary retail, commercial and leisure functions. Buckie, Forres and Elgin are the main focal points for industrial, engineering and distribution activity. At present tourism activity is focussed heavily in Speyside although the Moray Coast also has an established sector. Smaller towns and villages have

important roles in different parts of the economy, particularly in Speyside where they are the focus of the whisky and tourism sectors and in other areas such as Findhorn, which has developed a distinct role relative in promoting sustainable ways of living, arts and cultural activity.

Moray's recent history has been inextricably linked with the Royal Air Force and the twin air bases at Lossiemouth and Kinloss. Further to the latest defence review Kinloss is now the home of the army in the form of 39 Engineer Regiment. Some of the southern landmass of Moray is included in the Cairngorms National Park Authority (Ùghdarras Pàirc Nàiseanta a'Mhonaidh Ruaidh).

Caibideil 1 Co-Theacsa

An Co-theacsa Nàiseanta

Chaidh Achd na Gàidhlig (Alba) 2005 aontachadh le Pàrlamaid na h-Alba gus inbhe na Gàidhlig a dhaingneachadh mar chànan oifigeil ann an Alba aig a bheil spèis cho-ionann ris a’ Bheurla.

Prionnsabal na Co-ionannachd Spèise

Tha prionnsapal na spèise co-ionann mar phàirt de dh’Achd 2005 a chaidh a chur a-steach le Pàrlamaid na h-Alba mar theachdaireachd dheimhinneach gu bheil a’ cur meas agus luach air a’ Ghàidhlig. Tha e ag aithneachadh gu bheil miann aig luchd-cleachdaidh na Gàidhlig an cànan a chleachdadh gu h-àbhaisteach nam beatha, gum bu chòir spiorad bhlàth a bhith ann dhan Ghàidhlig air feadh na h-Alba, agus nach bu chòir dhan chànan fulang tro chion spèise. Bu chòir dhan spèis seo a bhith ann aig an ìre phearsanta agus corporra. Tha Bòrd na Gàidhlig air stiùireadh fhoillseachadh a tha a’ mìneachadh nach eil co-ionannachd spèise dhan Ghàidhlig a’ ciallachadh gum bu chòir dèiligeadh ris a’ Ghàidhlig agus ris a’ Bheurla san aon dòigh, no gum feum ìre shònraichte de sholar Gàidhlig a bhith ri fhaighinn anns gach suidheachadh. An àite sin, bu chòir do na buidhnean poblach Albannach feuchainn, ge b’ e dè an suidheachadh a tha romhpasan, ri bhith cho taiceil agus cho coibhneil ‘s a ghabhas do leasachadh na Gàidhlig, agus na Planaichean Gàidhlig aca ullachadh le sùil ri cleachdadh na Gàidhlig a dhèanamh cho furasta ‘s a ghabhas a rèir an t-suidheachaidh aca fhèin.

Moireibh

Tha sluagh de mu 94,350 aig Moireibh agus tha seo a’ fàs. Tha an sgìre na suidhe eadar talamh àrd, beanntach na Gàidhealtachd agus talamh còmhnaidh, torach an ear-thuath. Tha Moireibh suidhichte eadar dà chathair-bhaile; Obar Dheathain agus Inbhir Nis. Tha na prìomh cheanglaichean eadar an dà bhaile seo, an A96 agus an rathad-iarainn, a’ ruith tro Mhoireibh agus is iad seo na prìomh cheanglaichean aige ris an lìonra còmhdaidh ro-innleachdail agus do mhargaidhean ann am meadhan na h-Alba agus nas fhaide air falbh. Tha e meadhanach furasta do dhaoine a tha a’ fuireach air taobh siar Mhoireibh a bhith a’ siubhail gu Inbhir Nis agus Inbhir Narann airson obair. Tha Port-adhair Inbhir Nis ann an Dealganrois 18 mìle an iar air Moireibh agus tha farsaingeachd de sheirbheisean rim faighinn ann do phuirt-adhair ann am Breatainn is Èirinn.

Is e Eilginn prìomh bhaile Mhoireibh, leis an àireamh as motha de dhaoine is companaidhean, agus ‘s e cuideachd am prìomh bhaile a thaobh bhùithtean, seirbheisean coimeirsealta agus a thaobh chur-seachadan. Tha Farrais, Bucaidh, Baile Chè agus Inbhir Losaidh a’ frithealadh nan sgìrean timcheall orra gu ìre, le goireasan coimeirsealta, chur-seachadan is bhùithtean ann nach eil cho mòr ris

an fheadhainn ann an Eilginn. Is iad Bucaidh, Farrais agus Eilginn na prìomh bhailtean a thaobh obair gnìomhachais, innleadaireachd agus sgaoilidh. ‘S ann ann an Srath Spè as motha a tha gnìomhachas na turasachd stèidhichte san sgìre, ach tha roinn turasachd stèidhichte air costa Mhoireibh cuideachd. Tha na bailtean beaga gu math cudromach nan dòigh fèin ann an diofar raointean den eaconamaidh, gu h-àraidh ann an Srath Spè far a bheil cudrom eaconamach air turasachd agus air an uisge-bheatha – agus ann an Inbhir Èir aig a bheil cliù sònraichte airson dòighean-beatha seasmhach, nan ealan agus tachartasan cultarail.

Tha Feachd Rìoghail an Adhair air a bhith fìor chudromach do Mhoireibh sna bliadhnachan a dh’fhalbh, le dà ionad adhair aig Inbhir Losaidh agus Ceann Lois. Às dèidh lèirmheas a rinneadh air na feachdan dìona bho chionn goirid, tha Ceann Lois a-nise na dhachaigh dhan 39 Engineer Regiment. Tha pàirt de cheann a deas Mhoireibh ann an sgìre Ùghdarras Pàirc Nàiseanta a’ Mhonaidh Ruaidh.

Moray Council

Moray Council was established by The Local Government (Scotland) Act 1994 and is one of 32 local Authorities in Scotland; it is the successor to Moray District Council and provides services throughout the Moray area.

Moray Council has 26 elected members representing 8 multi member wards, each ward having either 3 or 4 councillors.

Moray Council is part of the Moray Community Planning Partnership whose members are Highlands and Islands Enterprise Moray (HIE Moray), Third Sector Interface in Moray (tsiMORAY), Moray College University of the Highlands and Islands (UHI), Police Scotland, Scottish Fire and Rescue, NHS Grampian, The Highlands and Islands Transport network (HITRANS) and Skills Development Scotland (SDS). The partnership has produced its ten year plan; Moray 2023 agreed by the Partnership which form the base for future effective partnership working. There are clear and defined outcomes, indicators and targets which partners are held collectively to account. Five of the eight Partner agencies listed are already developing or delivering their own Gaelic language plan; Aberdeenshire Council, the Cairngorms National Park, HIE, UHI and Highlands and Islands Airport Ltd

The Council, which has its headquarters in Elgin, is responsible for operating a wide range of public sector services including education, social work, housing, planning, roads, environmental protection, waste management, economic development and leisure. There are 45 primary schools and 8 secondary schools; the council has responsibility for educating more than 13,000 pupils. The Council has a library service which offers free internet and e-mail access.

Gaelic in Moray

History

In general, there is a low awareness of Moray's Gaelic history it was however the majority language in Moray until the late 18th century and the majority of place names are adaptations or is based on Gaelic. The traditional Gaelic dialect of Moray was spoken until the first part of the 20th century in the southern half of Moray but is now extinct. In Gaelic Moray is known as Moireibh. Elgin, the main urban administrative centre, has been translated from the Gaelic as 'Ireland'. The first records on language use in the area indicate that in 1705 most of Moray except for the coast was described as 'Wholly Irish & Highland Countreys' and 'Ye Irish Parishes in which both languages are spoken.' By 1822, Scottish Gaelic had weakened in the area, with only the far south of Moray reporting that, at best, 10% of the populations were speaking Gaelic better than English. At the start of the 20th Century records show that just over 5% of the population spoke Gaelic. The 2011 census shows that there was 1.20% of the population identified as Gaelic speakers. Place names of Moray are of predominantly Gaelic origin and indicate that the sense of place was defined by the language and culture also influenced by the Gaelic way of life. Moray has a strong cultural tradition which includes Celtic traditional music; Speyfest, The Whisky Festival and the Keith Traditional Music and Song Festival are growing annually in popularity. Moray has a strong traditional fiddle movement rooted in a long history of fiddle music in Moray (e.g. William Marshall and more recently Charlie McKerron from Capercaillie). Moray Council Education and Social Care provide 4 full time equivalent teachers for violin providing support to over 500 children learning to play violin and traditional fiddle music. Fèis Mhoireibh organise an annual weekend event which in 2014 had over 60 children attend with a series of ongoing courses for children and young people throughout the year with around thirty children participating.

Comhairle Mhoireibh

Chaidh Comhairle Mhoireibh a stèidheachadh fo Achd an Riaghaltas Ionadail (Alba) 1994, an àite Comhairle Sgìre Mhoireibh, mar tè de na 32 ùghdarrasan ionadail an Alba agus bi i a' toirt seachad seirbheisean air feadh sgìre Mhoireibh.

Tha 26 buill thaghte aig Comhairle Mhoireibh a tha a' riochdachadh 8 uàrdan-taghaidh, le 3 no 4 chomhairlichean aig gach uàrd.

Tha Comhairle Mhoireibh na pàirt de Chom-pàirteachas Planadh Coimhearsnachd Mhoireibh, com-pàirteachas a tha a' gabhail a-steach Iomairt na Gàidhealtachd is nan Eilean (HIE Moireibh), 'Third Sector Interface in Moray' (tsiMORAY), Colaiste Mhoireibh a tha na pàirt de dh'Oilthigh na Gàidhealtachd is nan Eilean (UHI), Poileas Alba, Seirbheis Smàlaidh agus Teasairginn na h-Alba, NHS Roinn a' Mhonaidh, Lìonra Còmhdhail na Gàidhealtachd is nan Eilean (HITRANS) agus Leasachadh Sgìlean na h-Alba (SDS). Tha an com-pàirteachas seo air plana deich bliadhna aontachadh, Moireibh 2023, a bhios na bhun-stèidh do dh'obair chom-pàirteachaidh èifeachdach san àm ri teachd. Tha toraidhean, comharraidhean agus targaidean a tha soilleir agus follaiseach anns a' phlana agus tha co-uallach air na com-pàirtichean uile airson bhith gan coileanadh. Tha còig a-mach às na h-ochd buidhnean com-pàirtiche seo a' cur ri chèile no a' cur an gnìomh phlanaichean Gàidhlig mar-thà; Comhairle Siorrachd Obar Dheathain, Pàirc Nàiseanta a' Mhonaidh Ruaidh, Iomairt na Gàidhealtachd is nan Eilean, Oilthigh na Gàidhealtachd is nan Eilean agus Puirt-adhair na Gàidhealtachd is nan Eilean Earranta.

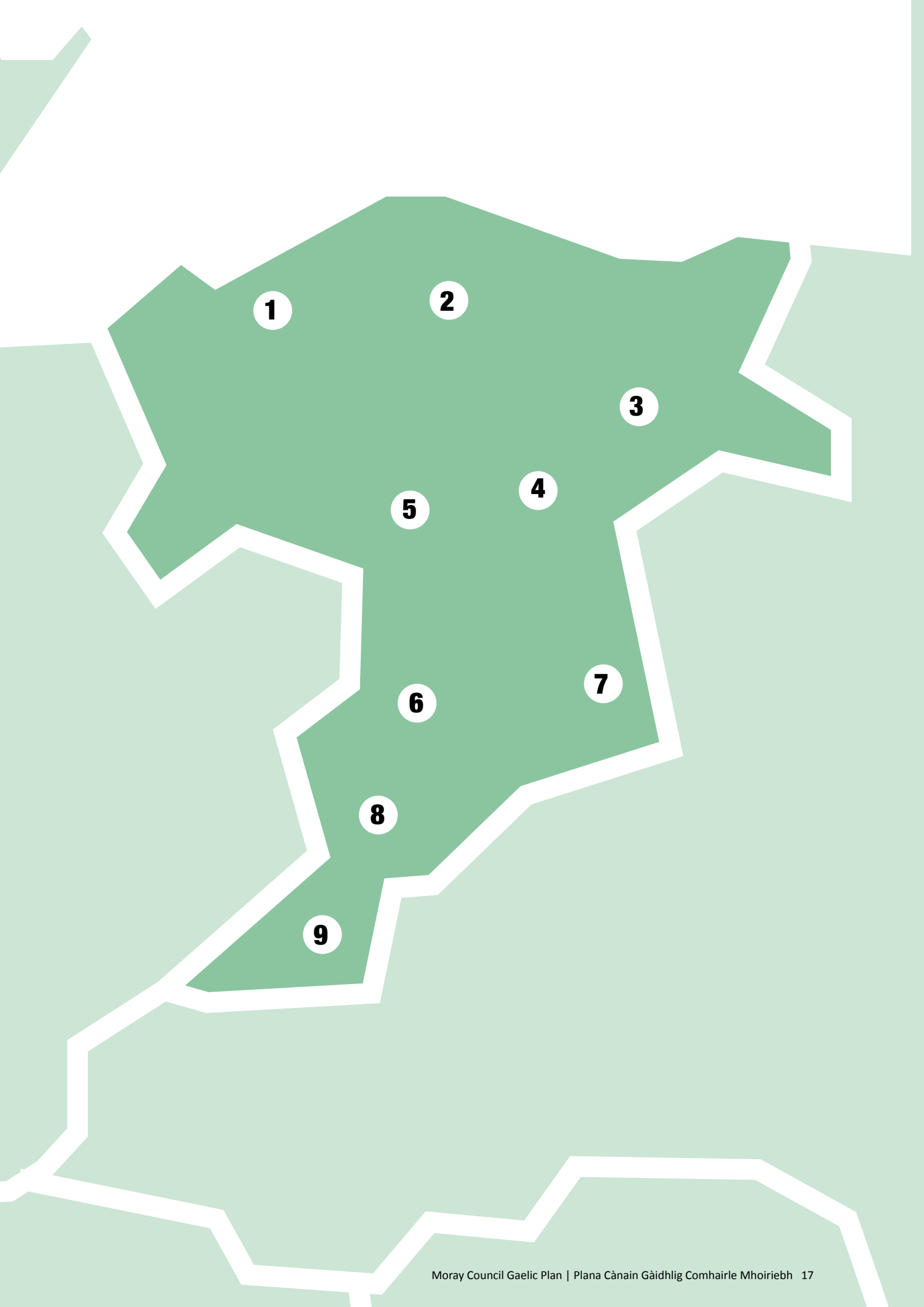
Tha Comhairle Mhoireibh, aig a bheil àrd-oifis an Eilginn, an urra ri bhith a' toirt seachad farsaingeachd mhòr de sheirbheisean poblach leithid foghlam, obair shòisealta, taigheadas, planadh, rathaidean, dìon na h-àrainneachd, làimhseachadh sgudail, leasachadh eaconamach agus goireasan chur-seachadan. Tha 45 bun-sgoiltean agus 8 àrd-sgoiltean ann agus tha an dleastanas aig a' chomhairle foghlam a thoirt do chòrr is 13,000 sgoilearan. Tha seirbheis leabharlannan aig a' Chomhairle a tha a' toirt seachad cothrom air an eadar-lìon agus air post-d saor 's an-asgaidh.

A' Ghàidhlig Ann Am Mhoireibh

Eachdraidh

San fharsaingeachd, tha ìre ìosal de mhothachadh ann air eachdraidh Ghàidhlig Mhoireibh. Ach b' i cànan na mòr-chuid ann am Moireibh gu deireadh an 18mh linn, leis a' mhòr-chuid de dh'ainmean-àite air tighinn bhon Ghàidhlig. Bha dualchainnt Mhoireibh air a bruidhinn ann an taobh deas Mhoireibh gus a' chiad leth den 20mh linn ach tha i a-nis air a dol a-mach à bith. Tha an t-ainm air Eilginn ('Elgin'), prìomh bhaile rianachd na sgìre, na ainm Gàidhlig agus e a' ciallachadh 'Èirinn'. Tha clàraidhean air cleachdadh chànan san sgìre bho 1705 ag innse gun robh a' mhòr-chuid de na daoine, seach an fheadhainn a' fuireach air a' chosta, ann an sgìrean a bha 'Wholly Irish & Highland Countreys' agus 'Ye Irish Parishes in which both languages are spoken.' Ro 1822, bha a' Ghàidhlig air crìonadh san sgìre le dìreach fìor cheann a dheas Mhoireibh ag aithris gun robh 10% den t-sluagh aig a' char as motha nas fheàrr air a' Ghàidhlig na a' Bheurla. Tha clàran bho thoiseach an 20mh linn a' sealltainn dhuinn gun robh a' Ghàidhlig aig beagan is 5% den t-sluagh aig an àm. A rèir cunntas-sluaigh 2011, bha 1.20% den t-sluagh comasach air Gàidhlig a bhruidhinn. Tha a' mhòr-chuid de na h-ainmean-àite ann am Moireibh air tighinn bhon Ghàidhlig, agus tha iad a' sealltainn gun robh an cànan agus cultar na bun-stèidh do dh'fhèin-aithne an àite cho math ris an dòigh-bheatha Ghàidhealaich. Tha traidisean cultarach làidir aig Moireibh a tha a' gabhail a-steach ceòl Ceilteach traidiseanta: Fèis Spè, Fèis an Uisge-bheatha agus Fèis Chiùil is Òran Bhaile Chè; le barrachd is barrachd a' tadhail orra gach bliadhna. Tha dualchas làidir aig Moireibh a thaobh ceòl na fìdhle cuideachd (m.e. Uilleam Marshall agus bhon uair sin, Teàrlach MacCiarain a tha a' cluich le Capercaillie). Tha Foghlam agus Cùram Sòisealta Comhairle Mhoireibh a' fastadh 4 luchd-teagaisg (FTE) a tha a' teagasg na fìdhle agus ceòl traidiseanta na fìdhle do chòrr agus 500 clann. Bidh Fèis Mhoireibh a' cur fèis ciùil air dòigh gach bliadhna thar deireadh-seachdain; le 60 clann aig an fhèis an 2014. Bidh iad cuideachd a' cur chùrsaichean leantainneach air dòigh tron bhliadhna do chloinn is òigridh le mu 30 a' gabhail pàirt.

1	Ceann lois Kinloss	<i>'end-place of plants'</i>
2	Eilginn Elgin	<i>'(New) Ireland'</i>
3	An t-Allt Mòr Aultmore	<i>'the big burn'</i>
4	Magh an Fhùcadair Maggieknockater	<i>'the field of the cloth fuller'</i>
5	Cnoc Cheannachd Knockando	<i>'hill of trades'</i>
6	Toman á Mhuilinn Tomnavoulin	<i>'the small hillock of the mill'</i>
7	Á Chabraich The Cabrach	<i>'the place of trees'</i>
8	Tom an t-Sabhail Tomintoul	<i>'the hillock of the barn'</i>
9	Monadh nan Eun Monadh nan Eun	<i>'the hill pasture of the birds'</i>



Current position

Currently in Moray there are, according to census figures, around 623 Gaelic speakers, an increase of 0.5% in 2001 to 0.69% of the total population in 2011 and at the census in 2011 Moray had a total of 1081 people who have some form of Gaelic skill. This has shown an increase from both the 1991 and 2001 census to where we are now. Continued decline in the traditional Gaelic heartland of Scotland has been recently balanced by growth in others parts of Scotland. Between the 2001 and 2011 censuses, the number of Gaelic speakers rose in nineteen of

the country’s 32 council areas. The largest relative gains were in Aberdeenshire (+0.19%), East Ayrshire (+0.18%), Moray (+0.16%), and Orkney (+0.13%). In Moray over that period there was a 35.73% increase in people with Gaelic skills



Based on 2011 census results	
Understands spoken Gaelic but does not read or write Gaelic	
Speaks, reads and writes Gaelic	
Speaks but does not read or write Gaelic	
Speaks and Reads but does not write Gaelic	
Reads but neither speaks or write Gaelic	
Other combination of skills in Gaelic	
No skills in Gaelic	
Total population aged 3 and over	

There is an active Fèis group and Gaelic groups which meet in various locations in Moray that provides informal Gaelic language tuition and conversational learning. There are currently no Gaelic classes or Gaelic Medium Units in Moray schools. We have no teaching staff teaching Gaelic. At the most recent count there was two Gaelic speaking children in attendance at Moray Schools and in 2015 there were three children travelling to a neighbouring authority for Gaelic provision. Moray is beginning from a low base for the development of the language as there is no Gaelic provision from Moray Council.

A staff audit of Moray Council was undertaken over November 2014, 616 members of staff completed the survey, four were fluent Gaelic speakers, and 13 could hold a basic conversation and 76 could exchange simple greetings. The Council currently has no employees whose post requires the use of Gaelic.

Thirty six members of staff had learnt Gaelic at primary school and 20 at Secondary School level. three had studied Gaelic at college or university level. 26 had attended an evening class, five had attended a Gaelic training course at work and another 59 had studied Gaelic through distance learning.

An suidheachadh làithreach

Ann am Moireibh an-dràsta, a rèir thoraidhean a' chunntais-shluaigh, tha 623 ann a tha comasach air Gàidhlig a bhruidhinn, suas 0.5% bho 2001 gu 0.69% den àireamh-shluaigh air fad, agus ann an cunntas-sluaigh 2011, bha 1081 ann uile gu lèir aig an robh sgil Gàidhlig air choireigin. Tha seo a' sealltainn gu bheil àrdachadh air tighinn air àireamh an luchd-labhairt eadar 1991 is 2001 agus a-rithist gu 2011. Tha crìonadh air leantainn anns na coimhearsnachdan Gàidhlig traidiseanta air a' Ghàidhealtachd, ach anns na

beagan bhliadhnaichean mu dheireadh, chaidh seo a chothromachadh le fàs ann an sgìrean eile de dh'Alba. Eadar 2001 agus 2011, tha àireamh luchd-labhairt na Gàidhlig air fàs ann an 19 de na 32 sgìrean comhairle ann an Alba. Chunnacas am t-àrdachadh sa cheud as motha sna sgìrean a leanas: Siorrachd Obar Dheathain (+0.19%), Siorrachd Àir an Ear (+0.18%), Moireibh (+0.16%), agus Arcaibh (+0.13%). Bha leudachadh de 35.73% de na daoine aig an robh sgilean Gàidhlig ann an Moireibh aig an àm sin.

Stèidhichte air toraidhean cunntais-sluaigh 2011	Gaelic Language Skills Sgilean Gàidhlig ann	
	in Moray am Moireibh	in Scotland am Alba
Comas Gàidhlig a thuigsinn ach gun chomas Gàidhlig a leughadh no a sgrìobhadh	354	23,357
Comas Gàidhlig a bhruidhinn, a leughadh agus a sgrìobhadh	311	32,191
Comas Gàidhlig a bhruidhinn ach gun chomas Gàidhlig a leughadh no a sgrìobhadh	246	18,966
Comas Gàidhlig a bhruidhinn is a leughadh ach gun chomas Gàidhlig a sgrìobhadh	66	6,218
Comas Gàidhlig a leughadh ach gun chomas Gàidhlig a bhruidhinn no a sgrìobhadh	84	4,646
Measgachadh eile de sgilean Gàidhlig	20	1,678
Gun sgil sam bith anns a' Ghàidhlig	89, 097	5,031,167
An sluagh air fad aois 3 no nas sine	90,178	5,118,223

Tha Fèis bheòthail ann am Moireibh agus tha diofar bhuidhnean Gàidhlig ann a bhios a' coinneachadh ann an diofar àiteachan san sgìre a tha a' toirt seachad teagasg neo-fhoirmeil agus ionnsachadh tro chòmhradh. Chan eil clas Gàidhlig no Aonad Foghlam tro Mheadhan na Gàidhlig ann an sgoiltean Mhoireibh aig an àm seo. Chan eil gin den luchd-teagaisg againn a' teagaisg na Gàidhlig aig an àm seo. Sheall na figearan mu dheireadh gun robh dithis chloinne ann an sgoiltean Mhoireibh aig an robh comas-labhairt sa Ghàidhlig. Ann an 2015, bha trìuir chloinne a' siubhal gu sgìre ùghdarras ionadail eile airson foghlam Gàidhlig. Tha Moireibh a' tòiseachadh bho ìre gu math ìosal a thaobh leasachadh a' chàin oir chan eil ullachadh sam bith airson na Gàidhlig aig Comhairle Mhoireibh aig an àm seo.

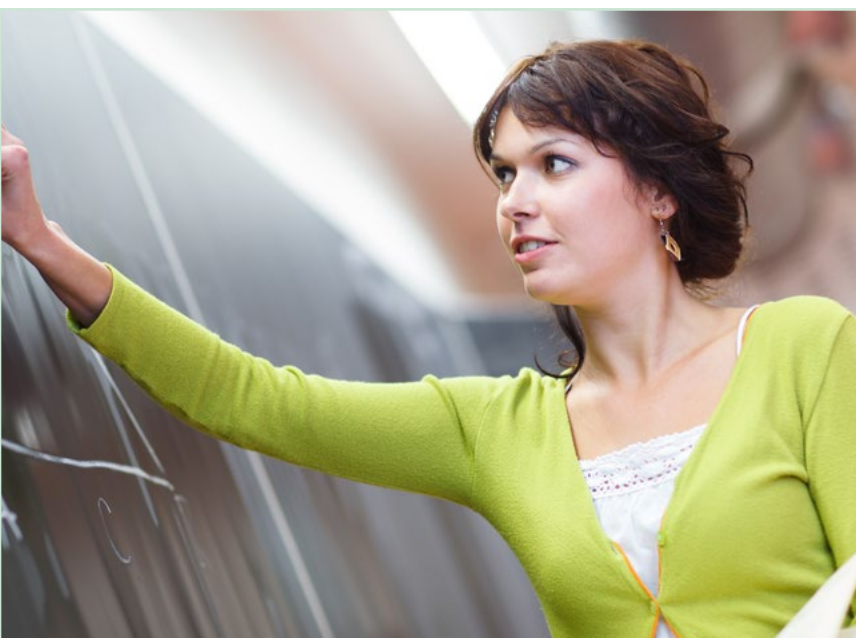
Chaidh rannsachadh a dhèanamh air sgilean Gàidhlig luchd-obrach Comhairle Mhoireibh san t-Samhain 2014 1. Lìon 616 den luchd-obrach againn an suirbhidh. Bha 4 dhiubh fileanta sa Ghàidhlig, bha 13 comasach air còmhradh furasta a chumail agus bha beagan abairtean sìmplidh aig 76. Chan eil dreuchd sam bith aig a' Chomhairle aig an àm seo far am feumar Gàidhlig a chleachdadh mar phàirt riatanach den obair.

Bha 36 den luchd-obrach air Gàidhlig ionnsachadh sa bhun-sgoil agus 20 san àrd-sgoil. Bha 3 air Gàidhlig a dhèanamh aig ìre na colaiste no an oilthigh. Bha 26 air clas oidhche a dhèanamh, bha 5 air cùrsa-trèanaidh Gàidhlig a dhèanamh san àite-obrach agus bha 59 air Gàidhlig a dhèanamh tro fhoghlam air astar.

Two hundred and thirty six staff members expressed a desire to learn Gaelic or improve their current ability and expressed interest in training opportunities; lunch time classes at work, evening classes and home study were popular. The opportunity to use our in house on line learning was popular and may increase as the new council online learning system becomes established. 177 respondents indicated they wished to see Gaelic being used more in the workplace, 408 indicated they would not.

Fifty teachers completed the survey and of those 24 indicated they would be interested in either teaching Gaelic or teaching through the medium of Gaelic.

The survey indicates the preferred style of Gaelic Language training by those teachers who responded.



Answer Choices	
Gaelic language in Primary Schools (GLPS): 20 days of CPD training for primary teachers to learn Gaelic and teach Gaelic culture and language	
Gaelic immersion weeks: Largely conversational, giving teacher's access to phrases that will be useful in a classroom setting. Grammar, written and reading exercise also feature. Open to nursery, primary and secondary teachers	
Gaelic immersion Course for Teachers (GIFT): A full-time, intensive course structured to take place over a school academic year to ensure rapid progress towards advanced competence in Gaelic and the development of pedagogical skills required for Gaelic-medium education	
CPD: Developing your written Gaelic skills	
None of the above	

Thuir 245 luchd-obrach gum biodh ùidh aca ann a bhith ag ionnsachadh na Gàidhlig no gun robh iad airson piseach a thoirt air an cuid sgilean sa chànan agus gun robh ùidh aca ann an cothroman trèanaidh; gu h-àraidh clasaichean aig àm làn, clasaichean oidhche agus ionnsachadh aig an taigh. Bha an cothrom ar goireasan ionnsachaidh air-loidhne in-thaigh mòr-chòrdte agus is dòcha gum meudaich seo nuair a thèid siostam ionnsachaidh ùr na Comhairle a chur an gnìomh. Thuir 177 gun robh iad airson 's gun rachadh Gàidhlig a chleachdadh barrachd san àite-obrach, thuir 408 nach robh iad airson seo.

Lìon 50 luchd-teagaisg an t-suirbhidh agus thuir 24 dhiubh gum biodh ùidh aca ann a bhith a' teagasg na Gàidhlig no a bhith a' teagasg tro mheadhan na Gàidhlig.

Tha an suirbhidh a' sealltainn dè seòrsa trèanadh Gàidhlig a b' fheàrr leis an luchd-teagaisg a fhreagair.

Roghainnean	Responses Freagairtean
Sgeama Ghàidhlig sa Bhun-sgoil (GLPS): 20 latha de thrèanadh CPD airson tidsearan bun-sgoil gus Gàidhlig ionnsachadh gus Gàidhlig agus a cultar a theagasg	11
Seachdainean bogaidh Gàidhlig: Stèidhichte gu ìre mhòr air còmhraidh, a' toirt cothrom dhan luchd-teagaisg abairtean ionnsachadh a bhiodh feumail sa chlas. Tha eacarsaichean gràmair, sgrìobhaidh agus leughaidh ann cuideachd. Fosgailte do luchd-teagaisg aig ìre na sgoil-àraich, na bun-sgoil agus na h-àrd-sgoil	21
Cùrsa bogaidh Gàidhlig do luchd-teagaisg (GIFT) Dian-chùrsa làn-thìde, a bhios a' gabhail àite thairis air bliadhna sgoile gus an dèan oileanaich adhartas luath a dh'ionnsaigh àrd ìre de dh'fhileantachd anns a' Ghàidhlig agus a bhith a' togail nan sgilean oide-eòlach a tha a dhith airson foghlam tro mheadhan na Gàidhlig.	19
CPD: A' leasachadh nan sgilean sgrìobhaidh Gàidhlig agad	17
Chan e gin den fheadhainn seo	0



Gaelic Development in Moray

Moray Council has not been directly involved in the development of Gaelic, however there are a number of initiatives that have taken place in the Council area and demonstrate an interest in the language and culture of Gaelic. Moray Council will use this plan as a starting point for a constructive dialogue with Gaelic learners and speakers in our area. The Gaelic activity is provided out with the Council but adult learning is provided alongside Moray College UHI. (Moray College is part of the UHI network which has access to the resource of Sabhal Mòr Ostaig UHI the Gaelic College in Skye and Lews Castle College UHI on Lewis).

School based learning

There is currently no school based learning in Gaelic provided by Moray Council. Arrangements have been in place for children to attend Gaelic medium education in a neighbouring authority. The high cost of transporting children to a neighbouring authority makes it important that Moray Council considers developing in house Gaelic Medium Education.

The **Moray Gaelic Group** was established in 1994 and organises lunchtime sessions on Monday lunchtimes and Wednesday evenings at the Moray College, Elgin also at a coffee shop in Forres on a Thursday. The purpose of the group is to:

- 💬 To provide a support group for learners of Scottish Gaelic.
- 💬 To hear Gaelic and speak Gaelic.
- 💬 To organise social events with a Gaelic theme.

The **Moray Language Centre** has an evening class which runs for 8 weeks with up to 9 people. They currently have 20 students annually (Total immersion programme)

Young people

Fèis Mhoireibh (Fèis Moray) – Fèis Mhoireibh organise an annual weekend event which in 2014 had over 60 children attend with a series of ongoing courses for children and young people throughout the year with around 30 children participating.

Leasachadh na Gàidhlig ann am Mhoireibh

Chan eil Comhairle Mhoireibh air a bhith an sàs gu dìreach ann an leasachadh na Gàidhlig ach tha mòran iomairtean air tachairt san sgìre a tha a' sealltainn gu bheil ùidh anns a' Ghàidhlig agus a cultar. Cleachdaidh Comhairle Mhoireibh am Plana seo mar thoiseach-tòiseachaidh airson conaltradh cruthachail a bhith againn le luchd-ionnsachaidh agus luchd-labhairt na Gàidhlig san sgìre againn. Tha gnìomhachd na Gàidhlig air a thoirt seachad taobh a-muigh na Comhairle ach tha foghlam inbheach air a thoirt seachad còmhla ri Colaiste Mhoireibh UHI. (Tha Colaiste Mhoireibh na pàirt de lìonra Oilthigh na Gàidhealtachd is nan Eilean aig a bheil cothrom air goireasan Sabhal Mòr Ostaig UHI - Colaiste na Gàidhlig san Eilean Sgitheanach, agus Colaisde a' Chaisteil UHI ann an Leòdhas).

Ionnsachadh stèidhichte san sgoil

Aig an àm seo, cha bhi Comhairle Mhoireibh a' toirt seachad foghlam Gàidhlig sam bith aig ìre na sgoile. Chaidh ullachaidhean a dhèanamh gus an urrainn do sgoilearan a dhol gu foghlam tro mheadhan na Gàidhlig ann an sgìre comhairle eile. Tha na cosgaisean àrda an lùib clann a chur gu sgoiltean aig ùghdarras ionadail eile a' ciallachadh gu bheil e cudromach gum beachdaich Comhairle Mhoireibh air foghlam tro mheadhan na Gàidhlig a thabhainn anns an sgìre.

Chaidh Buidheann Ghàidhlig Mhoireibh a stèidheachadh ann an 1994, agus bi e a' cur air dòigh seiseanan Gàidhlig aig àm lòn Diluain agus oidhche Chiadain aig Colaiste Mhoireibh an Eilginn agus aig cafaidh am Farrais Diardaoin. Is iad amasan na buidhne:

- ☞ Taic a chumail ri luchd-ionnsachaidh na Gàidhlig;
- ☞ Gàidhlig a bhith ga bruidhinn is ga cluinntinn
- ☞ Tachartasan sòisealta a chumail co-cheangailte ris a' Ghàidhlig.

Bidh Ionad Gàidhlig Mhoireibh a' ruith chlasaichean oidhche thar ochd seachdainean airson suas ri naoinear. Bidh 20 oileanach aca gach bliadhna (Total Immersion Programme).

Òigridh

Fèis Mhoireibh – bidh Fèis Mhoireibh a' cumail deireadh-seachdain sònraichte do chloinn gach bliadhna agus bha còrr is 60 an làthair ann an 2014. Bidh i cuideachd a' cumail chlasaichean do chlann is daoine òga fad na bliadhna le mu 30 a' gabhail pàirt anna.

Chapter 2 – Core Commitments (service delivery)

Moray Council as part of the Moray Community Planning Partnership is committed to achieving the objectives and performance framework established by the Scottish Government. It is essential that the Gaelic language plan should exist in the context of those national objectives i.e.

- 💬 Wealthier and fairer
- 💬 Smarter
- 💬 Healthier
- 💬 Safer and Stronger
- 💬 Greener

It is important to create the correct conditions for the use of Gaelic in public life recognising the mobility of people across Scotland who speak or are learning Gaelic as well as recognising and complementing the local identity. In Moray it is important that Gaelic is seen in the context of the multi lingual community that Moray has become. Moray Council is committed to demonstrating equal respect regarding any bilingual services (Gaelic and English). Bòrd na Gàidhlig has identified four areas for public authorities to address when preparing Gaelic language plans. This section will outline Moray Council's commitment in these four areas

- 💬 Communications
- 💬 Publications
- 💬 Staffing
- 💬 Identity

Communications

The availability of Gaelic at initial points of contact will raise the profile of Gaelic and increase the presence of Gaelic. A number of staff would be able to use Gaelic in greetings and will encourage the public to make similar usage and workforce capacity will be increased over time

Frontline Services

Moray Council provides a telephone translation service but has no formal provision for Gaelic in frontline services.

Seirbheisean 'Loidhne Toisich'

Tha Comhairle Mhoireibh a' tabhainn seirbheisean eadar-theangachaidh fòna ach chan eil Gàidhlig ga tabhainn sna prìomh seirbheisean dhan phoball.



Actions	
Promote Gaelic through awareness raising events for reception staff and other interested frontline staff	
Identify staff who would like to receive Gaelic language training	
Moray Council will advertise that it will provide a response in Gaelic to a Gaelic request by e-mail or other correspondence	
A process will established for communicating with callers wishing to use Gaelic when phoning Moray Council	
Publicise the option to make complaints and to receive or complete any Council form in Gaelic	

Caibideil 2 – Bun-Dhleastanasan (libhrigeadh sheirbheisean)

Tha Comhairle Mhoireibh, mar phàirt de Chom-pàirteachas Planaidh Coimhearsnachd Mhoireibh, a’ cur taic ri coileanadh amasan agus frèam-obrach coileanaidh Riaghaltas na h-Alba. Tha e cudromach gun tèid coimhead air a’ phlana Ghàidhlig seo ann an co-theacsa nan targaidean nàiseanta seo:

- Nas beartaiche is nas cothromaiche
- Nas glice
- Nas fhallaine
- Nas sàbhailte is nas Treasa
- Nas uaine

Conaltradh

Tha cleachdadh na Gàidhlig aig a’ chiad àite a thachras am poball ris an ùghdarras a’ cur ri inbhe agus làthaireachd na Gàidhlig. Bhiodh comasan aig grunn luchd-obrach air fàilte Ghàidhlig a chur air daoine na bhrosnachadh dhan phoball Gàidhlig a cleachdadh mar an ceudna agus thèid comasan Gàidhlig am measg luchd-obrach àrdachadh le tìde.

Tha e cudromach gun tèid àrainneachd cheart a chruthachadh gus Gàidhlig a cleachdadh ann am beatha phoblach; ag aithneachadh gluasad daoine a tha a’ bruidhinn no ag ionnsachadh Gàidhlig air feadh na h-Alba, cho math ri aithneachadh agus cur ri fèin-aithne na sgìre. Ann am Moireibh, tha e cudromach gun tèid coimhead air a’ Ghàidhlig ann an co-theacsa na coimhearsnachd ioma-chànanaich a tha am Moireibh san latha an-diugh. Tha Comhairle Mhoireibh air rùnachadh spèis co-ionann a nochdadh ann an seirbheis sam bith a tha dà-chànanach (Gàidhlig is Beurla). Tha Bòrd na Gàidhlig air ceithir raointean a chomharrachadh a dh’fheumas buidhnean poblach beachdachadh air agus iad a’ deasachadh phlanaichean Gàidhlig. Minichidh an earrann seo gealltanasan Comhairle Mhoireibh anns na còig raointean seo

- Conaltradh
- Foillseachaidhean
- Luchd-obrach
- Dearbh-aithne

Key areas for development Prìomh raointean leasachaidh			
	Gnìomhan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
	Brosnaich a’ Ghàidhlig tro thachartasan gus aire a thogail mun Ghàidhlig airson luchd-fàilteachaidh, agus luchd-obrach eile a tha a’ dèiligeadh ris a’ phoball agus aig a bheil ùidh sa chùis.	HR	1
	Comharraich luchd-obrach a tha a tha airson trèanadh Gàidhlig fhaighinn.	HR	1
	Sanasaichidh Comhairle Mhoireibh gun tèid ceistean a gheibhear sa Ghàidhlig air post-d no air dòigh chonaltraidh eile a fhreagairt anns a’ Ghàidhlig.	CE	3
	Thèid pròiseas a stèidheachadh airson daoine a tha airson Gàidhlig a chleachdadh nuair a dh’fhònas iad gu Comhairle Mhoireibh.	ICT	3
	Sgaoil fios gum faodar foirm sam bith aig a’ Chomhairle a lìonadh – agus gearan a dhèanamh – anns a’ Ghàidhlig.	CE	3

Publications

The use of Gaelic in Moray Council publications help in developing Gaelic in the wider community and will be of use both in increasing the visibility and learning of the language. This has to be proportional to the response to our public consultation and the capacity of the workforce to support the wider use of the language.

Public relations and media

Moray Council does not issue press releases in Gaelic. The Council's media policy does not provide Gaelic content for the media but we have used Gaelic speakers who work for the Council to represent the council on Radio Nan Gàidheal for a variety of relevant news items. (These staff will receive support and media training) The Council provides the option for Gaelic speakers to request a Gaelic translation of external materials, including forms. This will be advertised.

Dàimh phoblach agus na meadhanan

Chan bhi Comhairle Mhoireibh a' cur a-mach fiosan-naidheachd sa Ghàidhlig. Chan eil rud sam bith ann am poileasaidh meadhanan na Comhairle mu bhith a' cur a-mach stuthan Gàidhlig do na meadhanan ach tha sinn air luchd-obrach le Gàidhlig a chur gu feum gus a' Chomhairle a riochdachadh air farsaingeachd de sgeulachdan naidheachd iomchaidh. (Gheibh an luchd-obrach seo taic agus trèanadh a thaobh nam meadhanan). Tha a' Chomhairle a' toirt cothrom do luchd-labhairt na Gàidhlig tionndadh Gàidhlig iarraidh de dhiofar stuthan sgrìobhte, a' gabhail a-steach foirmean. Thèid sanasachd a dhèanamh air seo.

Actions

Provide information about development around Gaelic in Education and other developments in Gaelic

Regularly publicise (bilingually) Council successes relating to Gaelic, particularly in education and culture. Regularly include Gaelic-related information and news in the Council Newsletter.

Develop Gaelic content on the Internet and develop the use of a Gaelic Toolkit and learning tool for staff.

Identify a Gaelic spokesperson who will receive media training and PR support for Council matters and publicise this service online.

Provide Gaelic versions of corporate documents and official forms.

Provide English/Gaelic corporate documents and official forms.

We will make an active offer to provide a translation service on request for meetings, phone calls and written correspondence

In order to ensure equal respect for Gaelic the foreword of the Corporate Plan, and the introductions of the Corporate Improvement Plan and Community Plan will be translated into Gaelic in future editions of these publications. The Council's Gaelic Language Plan and any other publications where the majority of content is on the subject of Gaelic will be translated in full.

Review the way we promote the availability of Gaelic material in order that the council can promote the availability of Gaelic material in order to implement the principles of equal respect and an active offer.

Foillseachaidhean

Tha cleachdadh na Gàidhlig ann am foillseachaidhean Comhairle Mhoireibh na chuideachadh gus an cànan a leasachadh sa choimhearsnachd air fad, agus gus cur ri faicsinneachd is ionnsachadh na Gàidhlig. Feumaidh seo a bhith a rèir fhreagairtean na co-chomhairle poblaich agus a rèir chomasan ar luchd-obrach gus taic a chur ri barrachd cleachdaidh den chànan.

Key areas for development Prìomh raointean leasachaidh			
	Gnìomhan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
	Thoir seachad fiosrachadh mu leasachaidhean a thaobh foghlaim Ghàidhlig agus leasachaidhean Gàidhlig eile.	C&YPS	1
	Sgaoil fiosrachadh (dà-chànanach) mu iomairtean soirbheachail na Comhairle a thaobh na Gàidhlig, gu h-àraidh a thaobh Foghlam is Cultar. Cuir fiosrachadh agus naidheachdan co-cheangailte ris a' Ghàidhlig ann an Cuairt-litir na Comhairle.	CPU	2
	Cruthaich susbaint Ghàidhlig air an eadar-lìon agus cuir Toolkit agus goireas ionnsachaidh Gàidhlig air dòigh airson luchd-obrach.	CPU	ongoing leantainneach
	Comharraich neach-labhairt Ghàidhlig do na meadhanan, a gheibh trèanadh meadhanan agus taic PR airson gnothaichean na Comhairle agus dèan sanasachd air-loidhne airson na seirbheis seo.	CPU	1
	Dèan tionndaidhean Ghàidhlig de sgrìobhainnean corporra agus foirmean oifigeil.	CPU	2
	Dèan sgrìobhainnean corporra agus foirmean oifigeil dà-chànanach ann am Beurla is Gàidhlig.	CPU	3
	Bidh seirbheis eadar-theangachaidh ri faighinn airson coinneamhan, còmhraidhean-fòna agus conaltraidhean sgrìobhte nuair a thèid seo iarraidh. Bidh tairgse ghnìomhach air seo.	CPU	ongoing leantainneach
	Gus dèanamh cinnteach gum bi spèis cho-ionann aig a' Ghàidhlig, thèid facal-toisich a' Phlana Chorporra agus ro-ràdhan a' Phlana Leasachaidh Chorporra agus a' Phlana Choimhearsnachd eadar-theangachadh dhan Ghàidhlig san àm ri teachd. Thèid Plana Gàidhlig na Comhairle agus foillseachadh sam bith eile far a bheil a' mhòr-chuid den t-susbaint mun Ghàidhlig eadar-theangachadh.	CPU	3
	Dèan measadh air an dòigh anns a bheilear a' sgaoileadh fiosrachadh mu na stuthan Gàidhlig a tha rim faighinn gus an urrainn dhan chomhairle prionnsabalan co-ionannachd spèis agus tairgse ghnìomhach a chur an gnìomh.	CPU	ongoing leantainneach

Websites & Social Media

Moray Council has no current provision for Gaelic on its website, intranet or its social media presence.

Key areas for development Prìomh raointean leasachaidh

Actions

Introduce Gaelic content to the Council website and develop content about the Gaelic Language Plan and Gaelic cultural events in Moray on both the website and social media sites. This content will be in Gaelic as well as English and will demonstrate equal respect for both languages

Provide links to relevant Gaelic Websites

Develop content on existing website which would provide downloads on the benefits of Gaelic medium education, and information on how to access Gaelic education.

A page outlining the Gaelic Language Development Plan.

Providing promotion for Gaelic events, courses etc in the community.



Làraichean-lìn is Meadhanan

Chan eil Gàidhlig sam bith aig Comhairle Mhoireibh air a làrach-lìn, eadra-lìon no air na meadhanan sòisealta aice aig an àm seo.

Gnìomhan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)	
Cuir susbaint Ghàidhlig air làraich-lìn na Comhairle agus cruthaich susbaint mun Phlana Gàidhlig agus mu thachartasan Gàidhlig ann am Moireibh, an dà chuid air an làraich-lìn agus air na meadhanan sòisealta. Bidh an t-susbaint sa Ghàidhlig a bharrachd air Beurla agus nochdaidh i co-ionannachd spèis dhan dà-chànan. Aonad Poileasaidh Corporra	CPU	ongoing leantainneach	
Cuir ceanglaichean ann ri làraichean-lìn Gàidhlig iomchaidh.	ICT	1	
Cuir ris an t-susbaint a th' air an làraich-lìn a th' ann mar-thà le fiosrachadh ri luchdadh a-nuas mu bhuannachdan foghlam tro mheadhan na Gàidhlig agus fiosrachadh mu bhith a' faighinn foghlam tro mheadhan na Gàidhlig. Duilleag le fiosrachadh mun Phlana Leasachaidh Gàidhlig. A' toirt seachad fiosrachadh is sanasachd mu thachartasan is cùrsaichean Gàidhlig agus mar sin air adhart anns a' choimhearsnachd.	ICT	1	



Staffing

Moray Council has undertaken an audit of staff skill across the Council. Prior to this we were aware of at least four native speakers. Developing staff capacity is a key element of the Gaelic Language Plan.

In order to develop the Gaelic Language plan, capacity needs to exist within the workforce. That is providing people with the required language skills and relevant job skills. The provision of Gaelic learning for staff will promote adult Gaelic learning and will promote Gaelic as a useful skill for the Council as well as the individual member of staff and above all raise the status of the language.

The use of Gaelic in advertising where Gaelic skills are required and a genuine requirement of the post underlines the importance and status of language to the authority.

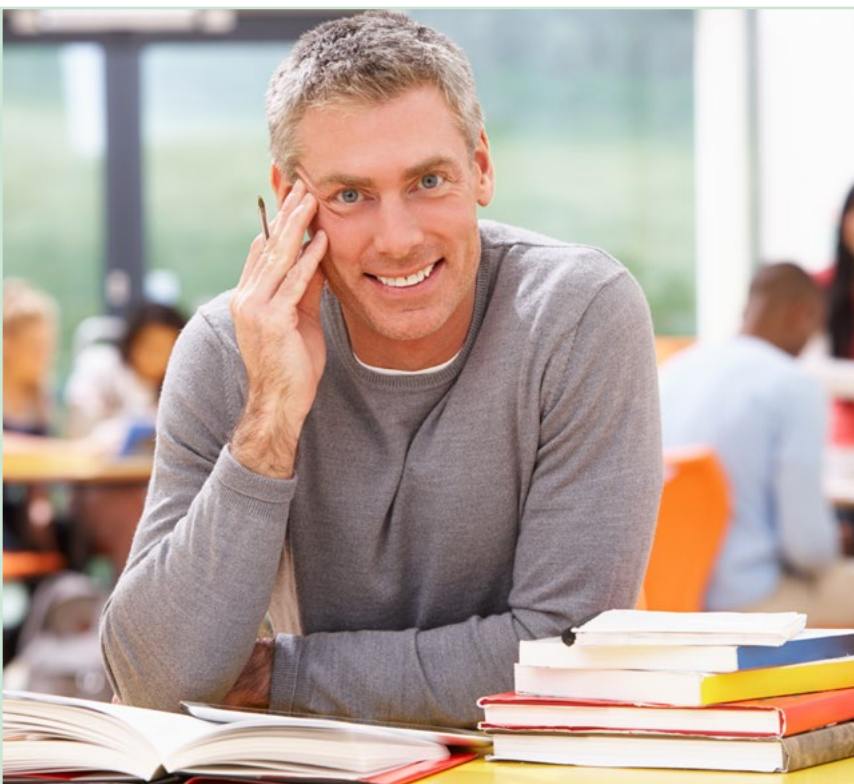
Moray Council has carried out an audit of staff skills and interest and have identified four native speakers currently working for the Council. It has also identified a core of interested learners at different levels of ability. This does not provide us with the necessary capacity to develop or fully meet our objectives for the Gaelic learning plan. In particular the provision of Gaelic learning and the route to ensuring the plan progresses will be to develop skills before raising expectations of the public.

Staffing

There are currently no post where Gaelic is an operational requirement. No opportunities exist for staff to be supported, learn or use Gaelic in the workplace.

Luchd-Obrach

Chan eil cothroman ann do luchd-obrach gus taic fhaighinn le Gàidhlig, a bhith ag ionnsachadh na Gàidhlig no a bhith a' cleachdadh na Gàidhlig san àite-obrach.
Chan eil cothroman ann do luchd-obrach gus taic fhaighinn le Gàidhlig, a bhith ag ionnsachadh na Gàidhlig no a bhith a' cleachdadh na Gàidhlig san àite-obrach.



Actions

The opportunities for employing staff where the ability to speak Gaelic is an occupational requirement particularly in teaching will be identified and bilingual adverts placed.

We will adopt and apply objective criteria to ensure appointments are made in each case on a fair and consistent basis and reflect the needs of the post.

The Council will use an interactive Gaelic language toolkit allowing staff to learn key phrases that are work related.

The Council will explore and identify Gaelic learning modules on Clive (the Council's on-line staff training programme). Gaelic learning will be recognised as a legitimate training activity.

The Council will confirm interest in staff learning and facilitate opportunities for staff to learn the language e.g. lunchtime classes.

Luchd-Obrach

Tha Comhairle Mhoireibh air sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach. Mus d’rinn sinn seo bha fios againn gun robh co-dhiù ceathrar ag obair dhan chomhairle ann aig an robh Gàidhlig bho thùs. Tha leasachadh comas an luchd-obrach na phrìomh eileamaid anns a’ Phlana Ghàidhlig.

Gus am plana Gàidhlig a chur an gnìomh, feumaidh comas-libhrigidh a bhith aig an luchd-obrach. Tha seo a’ ciallachadh a bhith a’ toirt nan sgilean Gàidhlig agus sgilean obrach a tha a dhìth dhan luchd-obrach. Brosnachaidh cothroman ionnsachaidh do luchd-obrach ionnsachaidh na Gàidhlig le inbhich agus brosnachaidh seo a’ Ghàidhlig mar sgil a tha feumail dhan Chomhairle cho math ris an neach-obrach fa leth agus a bharrachd air seo, togaidh e inbhe a’ chànan.

Tha cleachdadh na Gàidhlig ann an sanasachd obraichean far a bheil sgilean Gàidhlig riatanach a thaobh dhleastanasan na dreuchd a’ nochdadh cudromachd agus inbhe a’ chànan dhan ùghdarras.

Tha Comhairle Mhoireibh air sgrùdadh a dhèanamh air sgilean Gàidhlig, agus ùidh sa Ghàidhlig, am measg an luchd-obrach; agus fhuaradh a-mach gu bheil ceathrar luchd-obrach aig a’ Chomhairle aig a bheil Gàidhlig bho thùs. Tha an rannsachadh air sealltainn gu bheil grunn luchd-ionnsachaidh dìcheallach ann aig diofar ìrean comais. Chan eil seo a’ toirt dhuinn comas-libhrigidh gu leòr gus am plana ionnsachaidh Gàidhlig againn a leasachadh no gus na h-amasan againn airson seo a choileanadh gu h-iomlan. Gu sònraichte, tha togail sgilean sa chànan, agus dearbhadh dhòighean airson dèanamh cinnteach gun tèid am plana an gnìomh, deatamach mus tèid sanasachadh gum faigh am poball seirbheisean tro mheadhan na Gàidhlig.

Key areas for development Prìomh raointean leasachaidh			
	Gnìomhan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
	Thèid cothroman gus luchd-obrach fhasdadh far a bheil comas air Gàidhlig a bhruithinn na riatanas obrach, gu h-àraidh ann an teagaisg, a shònrachadh agus thèid sanasan dà-chànanach a chur a-mach.	HR	1
	Cleachdaidh sin, agus cuiridh sinn an gnìomh, slatan-tomhais neo-eisimeileach gus dèanamh cinnteach gu bheil a’ fhasdadh luchd-obrach anns gach suidheachadh ann an dòigh a tha cothromach agus cunbhalach, agus gu bheil e a’ riochdachadh nan sgilean a tha a dhìth airson na dreuchd.	HR	1
	Cleachdaidh a’ chomhairle toolkit eadar-ghnìomhach gus cothrom a thoirt do luchd-obrach prìomh abairtean ionnsachadh a tha co-cheangailte ri an obair.	CPU	1
	Nì a’ chomhairle rannsachadh air, agus lorgaidh e, modalan ionnsachaidh Gàidhlig airson Clive (prògram trèanaidh air-loidhne na Comhairle). Thèid ionnsachadh na Gàidhlig aithneachadh mar ghniomh trèanaidh iomchaidh.	HR Training Section	ongoing leantainneach
	Nì a’ Chomhairle dearbhadh air ùidh am measg luchd-obrach ann an ionnsachadh na Gàidhlig, agus cuiridh e cothroman air dòigh do luchd-obrach gus an cànan ionnsachadh, mar eisimpleir, tro chlasaichean aig àm lòn.	CPU /HR	1

Identity

Moray Council recognises that the presence of Gaelic identity the signs of a public authority greatly enhances the visibility of the language, increasing the Gaelic in elements of the corporate identity will increase awareness of the language, makes a significant contribution to the development of Gaelic, raise the status of Gaelic and it makes a statement on the value given to Gaelic by the authority. In Moray currently all railway station location signs are bilingual, entrance signs to the Cairngorm National Park are also in Gaelic and the corporate identity of Moray College UHI and its literature are available in Gaelic. Moray Council recognises the importance of extending the visibility of Gaelic and increasing its status and will be base any developments on the principal of equal respect for Gaelic and English.

Actions	Gnìomhan	
Moray Council will develop a policy for Gaelic usage in its corporate identity and ensure that the policy will be based on the principal of equal respect for Gaelic and English when Gaelic is introduced	Cruthachaidh Comhairle Mhoireibh poileasaidh air cleachdadh na Gàidhlig na h-aithne-chorporra agus nì i cinnteach gu bheil am poileasaidh stèidhichte air spèis cho-ionann dhan Ghàidhlig is Bheurla nuair a thèid Gàidhlig a thoirt a-steach.	
The corporate logo will be rendered bilingual on a replacement basis and will demonstrate equal respect for Gaelic and English.	Thèid an suaicheantas corporra a dhèanamh dà-chànanach, a' nochdadh co-ionannachd spèis dhan Ghàidhlig is Beurla, agus thèid a thoirt a-steach nuair a bhios ùrachadh a dhìth air rudan air a bheil an seann suaicheantas.	
Promote Gaelic through awareness training sessions for Councillors and Senior Management.	Brosnaich a' Ghàidhlig tro sheiseanan mothachaidh Gàidhlig do chomhairlichean agus Àrd-mhanaidsearan.	

Signage
Moray Council does not currently have a policy on the use of Gaelic in its signage and does not currently include any Gaelic within its corporate signage.
Soidhnichean
Chan eil poileasaidh aig Comhairle Mhoireibh a thaobh Gàidhlig sna soidhnichean aice aig an àm seo agus chan eil Gàidhlig sam bith anns na soidhnichean corporra aice aig an àm seo.

Actions		
Moray Council will develop a more detailed policy about the effective use of Gaelic in its signage. This policy will be based on the principal of equal respect for Gaelic and English when Gaelic is used.		
Signage will be introduced in Corporate HQ of Moray Council and any buildings where Gaelic is used as part of Moray Council's ongoing signage programme i.e. when new signs are introduced or existing signs replaced.		
Introduce Moray Council Gaelic threshold signage on a replacement basis in the entries to the Council area.		
Threshold and town entry signs will be considered for replacement when these signs are due for replacement.		

Dearbh-Aithne

Tha Comhairle Mhoireibh ag aithneachadh gu bheil làthaireachd na Gàidhlig air dearbh-aithne agus soidhnichean ùghdarrasan ionadail a’ togail ìomhaigh a’ chànan. Cuiridh barrachd Gàidhlig ann an eileamaidean den aithne chorporra bhuidhnean ri mothachadh air a’ chànanan, is cuiridh e gu mòr ri leasachadh na Gàidhlig, togaidh e a h-inbhe agus nì e soilleir gu bheil an ùghdarras a’ meas Gàidhlig cudromach. Tha na soidhnichean le ainmean nan stèisean-rèile uile ann am Moireibh dà-chànanach aig an àm seo. Tha soidhnichean Gàidhlig air na slighean a-steach do Phàirc Nàiseanta a’ Mhonaidh Ruaidh dà-chànanach, agus tha aithne-chorporra agus sgrìobhainnean Colaiste Mhoireibh uile rim fhaighinn sa Ghàidhlig. Tha Comhairle Mhoireibh ag aithneachadh cho cudromach ’s a tha e gun tèid

leasachadh a dhèanamh air faicsinneachd na Gàidhlig agus neartachadh a h-inbhe agus bidh leasachadh sam bith san raon seo stèidhichte air prionnsabal co-ionannachd spèise na Gàidhlig is na Beurla.

Key areas for development Prìomh raointean leasachaidh		
	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
	CPU	ongoing leantainneach
	CPU	on replacement air stèidh ath-solar
	CCE	1 (Repeated and included in induction) (An trèanadh ga thoirt seachad gu cunbhalach agus mar phàirt den phròiseas inntrigidh)

Corporate identity
Moray Council has no policy about the use of Gaelic in its corporate identity and does not currently include any Gaelic within its corporate identity.
Aithne chorporra
Chan eil poileasaidh aig Comhairle Mhoireibh a thaobh Gàidhlig san aithne chorporra aice agus chan eil Gàidhlig sam bith anns an aithne chorporra aice.

Key areas for development Prìomh raointean leasachaidh			
	Gnìomhan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
	Cruthachaidh Comhairle Mhoireibh poileasaidh nas mionaidiche mu bhith a’ cleachdadh Gàidhlig gu h-èifeachdach sna soidhnichean aice. Bidh am poileasaidh seo stèidhichte air co-ionannachd spèis do Ghàidhlig is Beurla nuair a thathar a’ cleachdadh na Gàidhlig.	Estates	1
	Thèid soidhnichean dà-chànanach a thoirt a-steach ann am Prìomh Oifis Comhairle Mhoireibh agus ann an àite sam bith far a bheilear a’ cleachdadh na Gàidhlig mar phàirt den phrògram soidhnichean leantainneach aig a’ chomhairle, i.e. nuair a tha soidhnichean ùra air an toirt a-steach no nuair a tha soidhnichean feumach air ùrachadh.	Estates	2
	Thoir a-steach soidhnichean Gàidhlig Comhairle Mhoireibh air na slighean a-steach do sgìre na Comhairle nuair a tha soidhnichean ùra a dhìth.	Roads Transport	3
	Thèid breithneachadh a dhèanamh air soidhnichean dà-chànanach aig slighean a-steach do bhailtean agus dhan sgìre fhèin nuair a tha iad feumach air ùrachadh.	Roads Transport	ongoing leantainneach

Chapter 3 – Policy Implications: implementation plan

Moray Council recognises the various priority areas identified in The National Gaelic Language plan will in the first instance be implemented through the Moray Gaelic Language Plan. Moray Council will explore the options to identify areas of existing policy and strategies where Gaelic can be proactively incorporated and the priorities of the National Gaelic Language Plan initiated through additional measures. This corresponds to the normalisation principle which aims to include Gaelic as an everyday part of life in Scotland. The Education (Scotland) Act 2016 received Royal Assent on 08 March 2016 widening access to Gaelic Medium Education and will have implications.

The Council will develop relationships with and seek assistance from external Gaelic bodies such as Bòrd na Gàidhlig, Clì and Comunn na Gàidhlig. To assist us in the implementation we will also work with neighbouring authorities and have already held meetings with Highland Council and Argyll and Bute Council to discuss possible cooperation. We aim to establish a Gaelic community forum of all those interested in the development of Gaelic in Moray.

Overview of the National Gaelic Language Plan

Our Gaelic Language Plan will be based on the four interlinking aspects of language development which will to be addressed.

Acquisition

Increasing the number of Gaelic speakers by ensuring the language is transferred within families and by securing effective opportunities for learning Gaelic through:

- education
- the home
- training

Usage

Encouraging greater use of Gaelic, providing opportunities to use the language and promoting access to Gaelic forms of expression, through increasing the use of Gaelic in our:

- communities
- home
- tourism

Status

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression, through:

- arts
- media
- heritage

Language (Corpus)

Strengthening the relevance and consistency of Gaelic and promoting research into the language through:

- increasing the relevance and consistency of the Gaelic language
- maintaining the quality and accessibility of Gaelic translations;
- increasing the availability of accurate research information.

Caibideil 3 – A’ Bhuaidh air Poileasaidl: plana gnìomhachaidh

Tha Comhairle Mhoireibh ag aithneachadh gun tèid na diofar prìomh raointean prìomhachais ann am Plana Nàiseanta na Gàidhlig a chur an gnìomh, sa chiad dol a-mach, tro Phlana Gàidhlig Mhoireibh. Nì Comhairle Mhoireibh sgrùdadh air roghainnean poileasaidh gus cothroman a lorg ann am poileasaidhean is ro-innleachdan a th’ ann mar-thà gus a’ Ghàidhlig a chur air adhart gu for-ghnìomhach agus gus prìomhachasan Plana Cànan Nàiseanta na Gàidhlig a chur air adhart tro cheuman eile. Tha seo a rèir prionnsabal an àbhaisteachaidh a tha ag amas air Gàidhlig a bhith mar phàirt làitheil de bheatha na h-Alba. Fhuair Achd an Fhoghlaim (Alba) 2016 Aonta Rìoghail air 08 Màrt 2016, a’ cur ri ruigsinneachd air foghlam tro mheadhan na Gàidhlig agus bheir seo buaidh air a’ chomhairle.

Cruthachaidh a’ Chomhairle dàimhean do, agus siridh i taic bho, bhuidhnean Gàidhlig leithid Bòrd na Gàidhlig agus Comunn na Gàidhlig. Airson cuideachadh a thoirt dhuinn is sinn a’ cur a’ Phlana an gnìomh, thèid obair a dhèanamh còmhla ri ùghdarrasan ionadail eile agus tha sinn air coinneamhan a chumail mar-thà le Comhairle na Gàidhealtachd agus Comhairle Earra-Ghàidheal agus Bhòid mu bhith ag obair còmhla. Tha sinn ag amas air fòram coimhearsnachd Gàidhlig a chruthachadh airson a h-uile duine aig a bheil ùidh an leasachadh na Gàidhlig am Moireibh.

Foir-shealladh air a’ Phlana Cànan Nàiseanta Gàidhlig

Tha am Plana Gàidhlig againn stèidhichte air ceithir prionnsabalan co-cheangailte a thaobh leasachadh cànan ris am feum sinn aghaidh a chur.

Togail na Gàidhlig

A’ meudachadh àireamh luchd-labhairt na Gàidhlig le bhith a’ dèanamh cinnteach gu bheil an cànan ga sgaoileadh taobh a-staigh theaghlaichean agus tro chothroman èifeachdach airson Gàidhlig ionnsachadh tro:

☞ foghlam

☞ an dachaigh

☞ trèanadh

Cleachdadh

A’ brosnachadh barrachd cleachdadh den Ghàidhlig, a’ solarachadh chothroman gus an cànan a chleachdadh agus ag adhartachadh ruigsinneachd air cleachdadh na Gàidhlig ann an dòighean cruthachail, tro:

☞ coimhearsnachdan

☞ dachaigh

☞ turasachd

Inbhe

A’ brosnachadh barrachd cleachdadh den Ghàidhlig, a’ solarachadh chothroman gus an cànan a chleachdadh agus ag adhartachadh ruigsinneachd air cleachdadh na Gàidhlig ann an dòighean cruthachail, tro:

☞ Na h-ealain

☞ meadhanan

☞ dualchas

Cànan (Corpas)

Neartachadh iomchaidheachd agus cunbhalachd na Gàidhlig agus ag adhartachadh rannsachadh mun chànan tro:

☞ cur ri iomchaidheachd agus cunbhalachd na Gàidhlig

☞ cur ri mathas agus ruigsinneachd eadar-theangachaidhean Gàidhlig

☞ cur ris an rannsachaidh earbsach a tha ri fhaighinn mun Ghàidhlig

Commitment to the Objectives of the National Gaelic Language Plan

Moray Council is committed to ensuring that the National Plan is implemented and in the following pages we outline how we aim to realise that.

0-5 year olds

There is no provision for Gaelic for pre-5s in Moray.

0-5 bliadhna a dh'aois

Chan eil ullachadh sam bith ann airson cloinn aois 0-5 bliadhna



Action

Promote the benefits of bilingualism to parents of 0-3year olds, pre-5s and primary age by the promotion of and hosting meetings to promote benefits and discuss interest and demand for Gaelic medium education provision. Through leaflet distribution and the use of the internet and social media.

Provide parents of children in pre five education with information on the benefits and choices available for Gaelic education into primary.

Explore with partners/playgroups Gaelic pre-5s provision as a pilot

Carry out a comprehensive assessment of need and interest in Gaelic education highlighting the benefits of GME from pre-school to Secondary

Introduce United Kingdom extended Keyboard Activation in school

Provide Gaelic awareness opportunities to 0-5 year olds



Aonta ri Amasan Plana Cànan Nàiseanta na Gàidhlig

Tha e na rùn aig Comhairle Mhoireibh dèanamh cinnteach gun tèid Plana Cànan Nàiseanta na Gàidhlig a chur an gnìomh agus anns na duilleagan ri tighinn, tha sinn a' mìneachadh mar a choileanas sinn an t-amas sin.

Gnìomh	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
Tarraing aire phàrantan le clann aois 0-3, 4-5 agus sa bhun-sgoil gu buannachdan dà-chànanaidh, cùm coinneamhan a tha a' sealltainn nam buannachdan an lùib foghlam Gàidhlig ach an togar barrachd ùidh is iarrtais airson GME. Tro sgaoileadh bhileagan, an t-eadar-lìon agus na meadhanan sòisealta.	ESC	ongoing leantainneach
Thoir fiosrachadh do phàrantan chloinne fo aois còig air na buannachdan an lùib foghlam tro mheadhan na Gàidhlig agus na cothroman air seo sa bhun-sgoil.	ESC	ongoing leantainneach
Dèan rannsachadh le com-pàirtichean/cròileagan mu bhith a' tabhainn foghlam Gàidhlig mar phoidhleat.	ESC	ongoing leantainneach
Dèan measadh coileanta air an iarrtas agus ùidh ann am foghlam Gàidhlig, le aire ga tharraing chun nam buannachdan an lùib GME bho ro-sgoil gu àrd-sgoil.	ESC	ongoing leantainneach
Dèan cinnteach gun tèid Meur-chlàr United Kingdom extended a chur an gnìomh anns an sgoil.	ICT	ongoing leantainneach
Cuir cothroman mothachaidh Gàidhlig air dòigh airson clann aois 0-5	ESC	2 and ongoing 2 is leantainneach



Language Acquisition

Moray Council recognises that creating a sustainable future for the Gaelic language needs people who will learn the language and that this is central to the development aims of this plan. The central focus of this plan has to be the home, education and adult learning. Moray Council will work with its partners to take the following steps which will create the conditions for growing the number of Gaelic speakers in Moray and Scotland. In Moray we have recognised that the development of Gaelic education and in particular Gaelic Medium Education (GME) is the crux and centre point of the plan and as part of any GME development the authority will commit to deliver Gaelic skills training to teachers to express an interest and desire to develop those skills. Moray Council will work with its partners with NHS Grampian and other key groups to develop Gaelic 0-5 provision in Moray

Primary School

There is no Gaelic provision in Moray primary schools for parents or guardians seeking Gaelic Medium Education. Their children are supported to attend Gaelic medium teaching units in the neighbouring Highland Council.

Bun-sgoil

Chan eil foghlam Gàidhlig ri fhaighinn aig àrd-sgoil sam bith ann an sgìre Comhairle Mhoireibh



Action

Encourage parents/carers to explore the option of GME through provision of information prior to enrolment, using leaflets and digital communications.

Provide opportunities for Gaelic awareness in primary schools across Moray

Identify options for a Gaelic Medium Unit in Moray as part of the ongoing school estate

Look at the possible short term options for provision of Gaelic education in Moray Schools

Develop the inclusion of Gaelic in the 1+2 programme of language teaching in Moray Schools

Introduce United Kingdom extended keyboard driver activation in primary schools

Togail Cànan

Tha Comhairle Mhoireibh ag aithneachadh gu bheil suidheachadh seasmhach, slàn dhan Ghàidhlig a' crochadh air daoine a bhith ag ionnsachadh a' chànan agus tha seo aig cridhe amasan leasachaidh a' phlana seo. Feumar prìomh fhòcas a' phlana seo a bhith air an dachaigh, air foghlam agus air ionnsachadh le inbich. Obrachaidh Comhairle Mhoireibh còmhla ri a com-pàirtichean, a' gabhail nan ceumannan a leanas a chruthaicheas an suidheachadh airson barrachd dhaoine a bhith ag ionnsachadh na Gàidhlig ann am Moireibh agus ann an Alba. Ann am Moireibh, tha sinn air aithneachadh gu bheil foghlam Gàidhlig, agus gu sònraichte foghlam tro mheadhan na Gàidhlig (FtG) aig cridhe a' phlana seo, agus mar phàirt de leasachadh sam bith air FtG, geallaidh an t-ùghdarras gun lìbhrig e trèanadh ann an sgilean Gàidhlig do luchd-teagaisg a tha a' nochdadh gu bheil iad airson na sgilean seo a thogail. Obrachaidh Comhairle Mhoireibh le NHS Roinn a' Mhonaidh agus prìomh bhuidhnean eile gus seirbheisean 0-5 a chur air dòigh ann am Moireibh.

Amasan	Lead Priomh Oifis	Timescale (year) Clàr-ama (bliadhna)
Brosnaich pàrantan/luchd-cùraim gus faighinn a-mach mu chothroman air GME tro fhiosrachadh a thèid a sgaoileadh mus mas tèid clann a chlàradh airson na sgoile, tro bhileagan agus conaltradh digiteach.	ESC	over the 5 years thairis air a' chòig bliadhna
Cruthaich cothroman airson mothachadh Gàidhlig ann am bun-sgoiltean air feadh sgìre Mhoireibh.	ESC	over the 5 years hairis air a' chòig bliadhna
Comharraich roghainnean gus Aonad Gàidhlig a stèidheachadh ann am Moireibh mar phàirt den lèirmheas leantainneach air an oighreachd sgoile.	ESC	1-2
Coimhead air roghainnean san ùine ghoirid gus foghlam tro mheadhan na Gàidhlig a thoirt seachad ann an sgoiltean Mhoireibh.	ESC	1
Dèan obair-leasachaidh gus a' Ghàidhlig a chur ri prògram teagaisg cànan 1+2 ann an sgoiltean Mhoireibh	ESC	1-3
Dèan cinnteach gun tèid Meur-chlàr United Kingdom extended a chur an gnìomh ann am bun-sgoiltean.	ICT	1-3

Secondary School

Moray Council has no provision for Gaelic learning in any of its Secondary Schools.

Ard-sgoil

Chan eil foghlam Gàidhlig ri fhaighinn aig àrd-sgoil sam bith ann an sgìre Comhairle Mhoireibh

Aims

To work through partnership with neighbouring authorities to develop delivery of Gaelic learning opportunities for secondary school pupils who wish to speak and learn Gaelic with priority given who have been learning Gaelic at primary school in order to provide continuity.

To give priority to pupils to those learning opportunities who have been learning Gaelic at primary school in order to provide continuity.

Identify suitable locations for Gaelic to be included in the modern languages provision and pilot courses in those schools.

Introduce United Kingdom extended keyboard driver activation in secondary School.

Amasan

Obraich tro chom-pàirteachas le ùghdarrasan ionadail faisg air làimh air obair-leasachaidh gus cothroman air ionnsachadh Gàidhlig a bhith aig sgoilearan san àrd-sgoil a tha airson Gàidhlig a bhruidhinn is ionnsachadh, le prìomhachas a bhith aig sgoilearan a bha ag ionnsachadh na Gàidhlig anns a' bhun-sgoil gus am bi leantainneachd ann.

Prìomhachas a bhith aig sgoilearan a bha ag ionnsachadh na Gàidhlig anns a' bhun-sgoil airson nan cothroman ionnsachaidh san àrd-sgoil gus am bi leantainneachd ann.

Comharraich sgoiltean a bhiodh freagarrach airson Gàidhlig a teagasg mar nuadh-chànan le cùrsaichean poidhleat gan ruith annta.

Dèan cinnteach gun tèid Meur-chlàr United Kingdom extended a chur an gnìomh ann am bun-sgoiltean.

Adult Learning

Moray Council does not provide informal Adult learning and has no informal or formal adult learning provision. Adult learning is provided by Moray College UHI.

Luchd-ionnsachaidh inbheach

Cha bhi Comhairle Mhoireibh a' toirt seachad foghlam neo-fhoirmeil do dh'inbich agus chan eil ionnsachadh foirmeil no neo-fhoirmeil ga thabhainn do dh'inbich.. Tha ionnsachadh do dh'inbich air a thoirt seachad le Colaiste Mhoireibh UHI.



Aims

To work through partnership to develop delivery of Gaelic adult learning opportunities.

Develop a resource bank of modern self-learning resources available in Moray libraries and include links to online resources on the council website.

Develop programmes for parental learning alongside GME provision.

Provide links to Gaelic websites and learning resource site in Moray Library Learning Centres.

Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
ESC	2
ESC	1
ESC	ongoing leantainneach
ICT	1



Amasan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
Obair tro chom-pàirteachas gus cothroman ionnsachaidh a chruthachadh do dh'inbhidh gus Gàidhlig ionnsachadh. Com-pàirteachasan gan togail le buidhnean Gàidhlig is ionnsachaidh nàiseanta agus ionadail.	ESC	3
Cruthaich Stòras de ghoireasan fèin-ionnsachaidh an latha an-diugh a bhios ri fhaighinn ann an leabharlannan Mhoireibh a' cur ceanglaichean ri goireasan air-loidhne air làrach-lìn na Comhairle.	ESC	2
Cruthaich prògraman airson ionnsachadh na Gàidhlig am measg phàrantan aig a bheil clann ann an GME.	ESC	2
Cruthaich ceanglaichean do làraichean-lìn Gàidhlig agus do làrach nan stòrasan ionnsachaidh ann an Ionadan Ionnsachaidh Leabharlann Mhoireibh.	ESC	1

Language Usage

Encouraging greater use of Gaelic, providing opportunities to use the language and promoting access to Gaelic forms of expression through increasing the use of Gaelic in our:

☞ Communities

☞ Workplace

Language Usage

Moray Council will respond to local Gaelic organisations in need of operational assistance, but does not proactively promote or support Gaelic development. There is no policy of encouraging the use of Gaelic in the workplace.

Luchd-ionnsachaidh inbheach

Freagraidh Comhairle Mhoireibh buidhnean Gàidhlig ionadail a tha a' sireadh taic ach cha bhi i a' brosnachadh no a' cur taic ri leasachaidhean Gàidhlig gu for-gnìomhach. Chan eil poileasaidh ann a thaobh brosnachadh cleachdadh na Gàidhlig san àite obrach.



Aims

Will encourage and support the formation of a Gaelic Community Forum for Moray to:

- represent Gaelic communities in Moray and provide a platform for improving communications and shared goal Support
- Moray Council and its partners in taking forward Gaelic development in Moray
- identify further activity to take Gaelic and its usage further and to strengthen Gaelic in Moray

Support the development of voluntary led opportunities to enable learners to use their Gaelic and to support Gaelic learners.

Respond positively to requests for advice and support when requested by Gaelic organisations in Moray.

We will organise a series of Gaelic awareness events for elected members, managers and staff.

Look at the feasibility of a work place based Gaelic club providing lunchtime learning.

Explore the availability of information on Gaelic contained within the archives maintained by the council.

Cleachdadh Cànan

A' brosnachadh barrachd cleachdadh den Ghàidhlig, a' cruthachadh chothroman gus an cànan a chleachdadh agus a' cur ri ruigsinneachd air cleachdadh na Gàidhlig ann an dòighean cruthachail, tro bhith a' cur ri cleachdadh na Gàidhlig sna h-àiteachan a leanas:

🗨️ Coimhearsnachdan

🗨️ Àite-obrach

Amasan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
Brosnachaidh sinn agus bheir sinn taic do stèidheachadh Fòram Coimhearsnachd Gàidhlig airson Moireibh gus: - Coimhearsnachdan Gàidhlig ann am Moireibh a riochdachadh agus gus àrd-ùrlar a chruthachadh airson conaltradh nas fheàrr agus airson amas coitcheann a bhith ann. - Cùm taic ri Comhairle Mhoireibh agus do chom-pàirtichean le bhith a' leasachadh na Gàidhlig am Moireibh - Sònraich barrachd ghnìomhan gus Gàidhlig agus cleachdadh na Gàidhlig a thoirt air adhart agus a neartachadh ann am Moireibh	CPU	1-2
Thoir taic do chruthachadh chothroman air an stiùireadh le saor-thoilich a bheir cothrom do luchd-ionnsachaidh an cuid Gàidhlig a chleachdadh agus a bheir taic do luchd-ionnsachaidh	ESC	1
Freagair iarrtasan gu deimhinneach bho bhuidhnean Gàidhlig ann am Moireibh a tha a' lorg comhairle agus taic	ESC	1
Cuiridh sinn sreath de thachartasan mothachaidh Gàidhlig air dòigh airson buill thaghte, manaidsèaran agus luchd-obrach.	HR	
Dèan sgrùdadh ion-dhèantachd air club Gàidhlig san àite-obrach a bhith ann far am faigh luchd-obrach cothrom Gàidhlig ionnsachadh aig àm lòn.	HR	2
Dèan rannsachadh air na tha ri fhaighinn de dh'fhiosrachadh air a' Ghàidhlig ann an tasglannan na Comhairle.	ESC	3

Language Status

Encouraging greater use of Gaelic, providing opportunities to use the language, and promoting access to Gaelic forms of expression, through:

- 🗨 arts
- 🗨 media
- 🗨 heritage

Language Status

Moray Council will respond to local Gaelic organisations in need of operational assistance but does not proactively promote or support Gaelic development. There is no policy for encouraging the use of Gaelic in the workplace.

Inbhe Cànan

Chan eil dòigh fhoirmeil aig Comhairle Mhoireibh gus taic a chumail ri leasachadh cultair agus mar sin chan eil e comasach dhi taic a thoirt seachad do chultar idir no do leasachadh Cultarail Gàidhlig.

Aims	Amasan	
We will encourage our partners in the Third, private and community sectors to support Gaelic in their cultural programmes.	Brosnachaidh sinn ar com-pàirtichean san treas roinn, agus sna roinnean prìobhaideach agus sa choimhearsnachd gus taic a chur ris a' Ghàidhlig sna prògraman cultarail aca.	
We will work to assist groups' access to national Gaelic organisations for support advice and encouragement to build on the existing cultural programmes that could reflect Gaelic and Celtic culture.	Obrachaidh sinn gus taic a chumail ri buidhnean a tha a' sireadh taic agus brosnachadh bho bhuidhnean nàiseanta Gàidhlig gus togail air prògraman cultarach a th' ann mar tha a dh'fhaodadh a bhith a' taisbeanadh cultar Gàidhlig is Ceilteach.	

Language (Corpus)

Moray Council understands and recognise the importance of strengthening the relevance and consistency of Gaelic, the importance of facilitating translation services and the need to promote research into the language.



Aims	
We will seek assistance from Ainmean-Àite na h-Alba (Place names of Scotland) in delivering an authoritative and complete list of place names in Moray when delivering Gaelic signage or other relevant activities.	
We will apply SQA Orthographic Convention rules to any external Council publications which have been considered necessary in Gaelic.	

Inbhe Cànan

A' brosnachadh barrachd cleachdaidh den Ghàidhlig, a' solarachadh chothroman gus an cànan a chleachdadh agus ag adhartachadh ruigsinneachd air cleachdadh na Gàidhlig ann an dòighean cruthachail, tro:

Na h-ealainean

meadhanan

dualchas

Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
CE	ongoing leantainneach
ESC	ongoing leantainneach



Corpas Cànan

Tha Comhairle Mhoireibh a' tuigsinn is ag aithneachadh cho cudromach 's a tha e iomchaidheachd agus cunbhalachd na Gàidhlig a neartachadh, cho cudromach sa tha seirbheisean eadar-theangachaidh a bhith ann agus cho deatamach sa tha e a bhith a' brosnachadh rannsachadh mun chànan.

Amasan	Lead Prìomh Oifis	Timescale (year) Clàr-ama (bliadhna)
Siridh sinn cuideachadh bho Ainmean-Àite na h-Alba gus liosta ùghdarrasail is iomlan a dhèanamh de dh'ainmean-àite ann am Moireibh nuair a tha sinn gu bhith a' cruthachadh soidhnichean Gàidhlig no gnìomhachd iomchaidh eile.	CE Roads Transport	ongoing leantainneach
Leanaidh sinn riaghailtean Gnàthachas Litreachaidh na Gàidhlig aig SQA ann an sgrìobhainn sam bith a nì sinn air taobh a-muigh na Comhairle far a bheil sinn den bheachd gu bheil tionndadh Gàidhlig a dhìth. Aonad Poileasaidh Corporra	CPU ESC	ongoing leantainneach

Chapter 4 – Implementation and Monitoring

Timetable

This Gaelic Language Plan will be in place for five years from the date this plan is agreed or until a new plan is agreed and implemented.

Publicity and Promotion

- 💬 We will publish Moray Council's Gaelic language plan bilingually on our website and also;
- 💬 notify our staff via the Council's intranet and in house newsletter,
- 💬 issue a bilingual press release announcing the plan,
- 💬 make copies available in our public libraries,
- 💬 distribute copies of the Plan to Gaelic organisations,
- 💬 distribute copies of the plan to other interested bodies,
- 💬 Make copies available on request.

Policy

Following approval by Bòrd na Gàidhlig the policy will be formally in place as policy of Moray Council.

The current Corporate Director (Education & Social Care) will have responsibility for delivering on the commitments made in the plan.

All staff will be made aware of the policy through the Council's internet and guidelines explaining staff roles and responsibilities will be distributed as policy and services begin to develop.

Informing other organisations of the Plan

Moray Council will let its partners through the Community Planning partnership and the wider community engagement networks of its Gaelic language Plan and invite the Partnership to consider a coordinated approach to sharing Gaelic development tasks and resource.

Resourcing Moray's Gaelic Language Plan

Moray Council aims to resource this plan from existing budgets and this will be supplemented where possible with external funding.

Monitoring

A Gaelic and Scots language steering group will be established which will meet regularly to coordinate the plan and underlying actions. The Group will be responsible for monitoring and evaluating the plan's progress.

Progress against the Plan will be reported annually to the Council's Corporate Management Team and Policy and Resources Committee and to Bòrd na Gàidhlig.

Overall responsibility

Elected Members and the Chief Executive will be responsible ultimately for ensuring that Moray Council delivers on the commitments set out in this plan.

Caibideil 4 – Buileachadh agus Dearcnachadh

Clàr-ama

Bidh am plana Gàidhlig seo an gnìomh fad còig bliadhna bhon latha a thèid am plana seo aontachadh, no gus an tèid plana ùr aontachadh agus a chur an gnìomh.

Sanasachd agus Brosnachadh

- ☞ Foillseachaidh sinn Plana Gàidhlig Comhairle Mhoireibh gu dà-chànanach air an làraich-lìn againn agus cuideachd:
- ☞ cuiridh sinn fios dhan luchd-obrach air eadra-lìon na Comhairle agus ar cuairt-litir in-thaigh,
- ☞ cuiridh sinn a-mach fios naidheachd mu fhoillseachadh a’ phlana;
- ☞ bidh lethbhreacan rim faighinn sna leabharlannan againn
- ☞ sgaoilidh sinn lethbhreacan den Phlana do bhuidhnean Gàidhlig,
- ☞ sgaoilidh sinn lethbhreacan den phlana do bhuidhnean eile aig a bheil ùidh anns a’ chùis,
- ☞ Cuiridh sinn a-mach lethbhreacan a rèir iarrais.

Poileasaidh

Às dèidh aonta bho Bhòrd na Gàidhlig bidh am plana seo na phoileasaidh foirmeil aig Comhairle Mhoireibh.

Bidh dleastanas air an Stiùiriche Chorporra (Foghlam agus Cùram Sòisealta) gus gealltanasan a’ Phlana seo a libhrigeadh.

Thèid fios a thoirt dhan luchd-obrach uile mun phoileasaidh tro eadra-lìon na Comhairle agus thèid stiùireadh a bhios a’ mìneachadh dhleastanasan luchd-obrach a sgaoileadh nuair a thòisicheas poileasaidh agus seirbheisean a bhith air an cur an gnìomh.

A’ toirt fiosrachaidh do bhuidhnean eile mun Phlana

Sgaoilidh Comhairle Mhoireibh fios mun Phlana am measg nam buidhnean com-pàirteachas planaidh agus tro lìonraidhean coimhearsnachd nas motha, le cuireadh ga thoirt dhan chom-phàirteachas beachdachadh air obrachadh còmhla a thaobh ghoireasan agus obair leasachaidh airson gnìomhan leasachaidh na Gàidhlig.

Goireasan airson Plana Gàidhlig Mhoireibh

Tha dùil aig Comhairle Mhoireibh gun tèid am plana seo a mhaoineachadh bho bhuidseatan a th’ aig a’ Chomhairle mar-thà agus gun tèid cur ri seo, far as urrainn, le maoineachadh bhon taobh a-muigh.

Dearcnachadh

Thèid buidheann-stiùiridh airson Gàidhlig agus Beurla Ghallda a stèidheachadh a choinnicheas gu cunbhalach gus am Plana a agus na gnìomhan na lùib a cho-òrdanachadh. Bidh a’ bhuidheann an urra ri dearcnachadh agus measadh adhartas a’ Phlana.

Thèid aithisg-adhartais bhliadhnail air cur an gnìomh a’ Phlana a chur gu Sgioba Riaghlaidh Corporra na Comhairle, chun na Comataidh Poileasaidh agus Goireasan agus gu Bòrd na Gàidhlig.

Uallach air a’ Cheann Thall

Bidh na Buill Thaghte agus an t-Àrd-oifigeir cunntachail aig a’ cheann mu dheireadh airson dèanamh cinnteach gun coilean Comhairle Mhoireibh na gealltanasan a tha air am mìneachadh sa Phlana.

Contact Details

The senior officer with operational responsibility for delivery for overseeing preparation, delivery and monitoring of Moray Council's Gaelic language Plan will be:

Joanna Shirriffs
Head of Education Resources & Communities

Moray Council
High Street, Elgin
IV30 1BX

01343 563365
joanna.shirriffs@moray.gov.uk

The officer with responsibility for dealing with the queries about the day to day operation of the plan will be:

TBC

Fios Conaltraidh

'S e am prìomh-oifigeir aig a bheil uallach airson deasachadh, libhrigeadh agus dearcnachadh Phlana Gàidhlig Comhairle Mhoireibh:

Joanna Shirriffs
Ceannard Goireasan Foghlaim & Coimhearsnachdan

Comhairle Mhoireibh
Toglaichean na Comhairle
Àrd-shràid, Eilginn
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'S e an t-oifigear aig a bheil dleastanas a bhith a' dèiligeadh ri cheistean mu chur an gnìomh làitheil a' phlana:

TBC

