

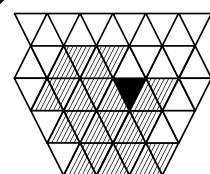


Plana Gàidhlig

Comhairle Mhoireibh 2025-2030

Gaelic Language Plan

Moray Council 2025-2030



moray
council

Ro-ràdh: Ceannard JKaren Greaves BEM

Mar Cheannard **Comhairle Mhoireibh** tha e na urram dhomh taic a thoirt do Phlana Gàidhlig **Comhairle Mhoireibh** airson 2025-2030. Tha e a' cur an cèill àrd-amasan na Comhairle agus mar a choileanas sinn na riatanasan reachdail a thaobh na Gàidhlig a tha air am mìneachadh ann an Achd na Gàidhlig (Alba) 2005 agus Plana Nàiseanta na Gàidhlig, a bharrachd air na dleastanasan reachdail a thaobh Foghlam tro Mheadhan na Gàidhlig a tha ag èirigh bho Achd an Fhoghlaim (Alba) 2016.

Tha sinn mothachail air buannachdan an ioma-chànanachais dhan luchd-fhuirich againn agus air an luach an lùib ìomhaigh is mothachadh eachdraidheil a thogail. Ged a tha an àireamh de dh'fhileantaich ann am Moireibh ìosal, tha i air fàs gu mòr eadar 2011 agus 2022. Aig àm Covid-19 chunnaic sinn luchd-obrach agus luchd-fuirich a' faighinn cothrom air goireasan air-loidhne gus Gàidhlig ionnsachadh agus bheir an goireas ùr "Speak Gaelic" putadh dha seo. Tha sinn air ùidh nas motha fhaicinn ann an tachartasan a chaidh a chumail rè Seachdain na Gàidhlig cuideachd. Mar ùghdarras beag tha sinn taingeil airson nan sruthan-maoineachaidh air a bheil cothrom tro Bhòrd na Gàidhlig agus Riaghaltas na h-Alba gus an t-ullachadh soirbheachail a chur an comas. Bidh soirbheachadh a' phlana seo ga stiùireadh leis na daoine aig a bheil Gàidhlig a thèid an sàs anns a' phlana agus le manaidsearan aig àrd-ìre is buill thaghte a' cur chothroman air adhart gus ceanglaichean a dhèanamh ris a' Ghàidhlig.

Tha mi a' dèanamh fiughair ri bhith a' faicinn an adhartais a nithear.

Karen Greaves BEM

Foreword: Chief Executive Karen Greaves BEM

As Chief Executive of **Moray Council** I am privileged to support **Moray Council's Gaelic Language Plan 2025-2030**. It describes the ambitions of the Council and how we will meet the statutory requirement for Gaelic enshrined in the Gaelic Language (Scotland) Act 2005 and National Gaelic Plan, as well as the statutory duties around Gaelic Medium Education arising from the Education (Scotland) Act 2016.

We recognise the benefits of multilingualism to our residents and the value of raising cultural and historical identity and awareness. Whilst the number of fluent speakers in Moray is low, it has grown significantly from 2011-2022. Over Covid-19 we saw staff and residents' access on-line platforms to learn Gaelic and the new resource "Speak Gaelic" will add impetus to this. We have also seen a growing response to events held during Seachdainn na Gàidhlig. As a small authority we are grateful to funding streams accessed via Bòrd na Gàidhlig and Scottish Government to enable this successful provision. The success of this plan will be driven by the Gaelic speakers who come forward to play their part with the plan and senior management and elected members driving forward opportunities to make connections with Gaelic.

I look forward to seeing the progress made.

Karen Greaves BEM



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Cùl-fhiosrachadh

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.

<https://www.gov.scot/publications/gaelic-language-plan/pages/3/>

Is e aon de na prìomh fheartan ann an Achd 2005 gu bheil ullachadh ann a tha a’ toirt comas do Bhòrd na Gàidhlig toirt air buidhnean poblach Planaichean Gàidhlig a dheasachadh. Thèid an riatanas air buidheann phoblach gus **Plana Gàidhlig** ullachadh a thòiseachadh nuair a chuireas Bòrd na Gàidhlig fios plana thuca ag iarraidh orra sin a dhèanamh fo earrann 3 de dh’Achd 2005. Tha e san amharc gun uallaich gach buidheann phoblach am **Plana Gàidhlig** aca gus Gàidhlig a leasachadh ann an dòigh a tha reusanta agus iomchaidh, mothachail air àireamh an luchd-labhairt an-dràsta san raon-obrachaidh aca, agus air a’ chomas a th’ aca cleachdadh a’ chàin a leasachadh. A bharrachd air an riatanas reachdail gu h-àrd, tha Achd an Fhoghlaim (Alba) 2016, a’ cur caochladh dhleastanasan reachdail air ùghdarrasan ionadail mu chur air adhart na Gàidhlig, agus ann a bhith a’ dèanamh a’ chiad mheasadh làn air an fheum air Foghlam tro Mheadhan na Gàidhlig aig ìre na bun-sgoile mar fhreagairt air pàrantan a nì iarrtas airson Foghlam tro Mheadhan na Gàidhlig.

Chaidh a’ chiad eagra den Phlana Ghàidhlig aig **Comhairle Mhoireibh** a dhèanamh mar fhreagairt air an fhios reachdail a chuireadh gu **Comhairle Mhoireibh** leis a’ Bhòrd agus chaidh e gu Comataidh Poileasaidh is Ghoireasan ri aontachadh air 21 Màrt 2017. Aig àm a’ chiad bhrath reachdail seo, shònraich am Bòrd 4 raointean bunaiteach de lìbhrigeadh sheirbheisean a tha iad an dùil a chuireas ùghdarrasan ionadail aghaidh orra agus Planaichean Gàidhlig gan ullachadh aca: Dearbh-aithne, Conaltradh, Foillseachaidhean agus Luchd-obrach. Dh’ullaich oifigearan plana air an stèidh seo.

Tha an ceathramh Plana Nàiseanta airson na Gàidhlig airson 2024-2029 a’ comharrachadh phrìomhachasan farsaing co-cheangailte ris an lèirsinn

Background

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

<https://www.gov.scot/publications/gaelic-language-plan/pages/3/>

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

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

The fourth National Gaelic Language plan 2024-2029 identifies overarching priorities linked to the vision of “A measurable increase in the numbers of people speaking, learning using and Supporting Gaelic.”

“Leudachadh a ghabhas tomhas san àireimh dhaoine a tha a’ bruidhinn, ag ionnsachadh, a’ cleachdadh agus a’ toirt taic dhan Ghàidhlig.”

https://www.gaidhlig.scot/wp-content/uploads/2023/12/FINAL_BnG_National_Gaelic_Language_Plan_GAELIC.pdf

Thèid seo a choileanadh tro na prìomhachasan a leanas:

- A’ cur ri cleachdadh agus ionnsachadh na Gàidhlig
- Raointean Prìomhachais Coimhearsnachd (a’ gabhail a-steach lìonraidhean coimhearsnachd Gàidhlig air-loidhne; maoineachadh airson Oifigearan Leasachaidh Gàidhlig agus a’ cur ri cleachdadh agus ionnsachadh na Gàidhlig ann an Dachaighean)
- A’ cur ri cleachdadh agus sgaoileadh na Gàidhlig sna Gnìomhachasan Cruthachail
- A’ cur ri cleachdadh agus ionnsachadh na Gàidhlig ann an Gnìomhachas agus san Eaconamaidh
- A’ cur ri cleachdadh agus ionnsachadh na Gàidhlig le Ùghdarrasan Poblach (tha seo a’ gabhail a-steach faicsinneachd agus soidhnichean Gàidhlig)
- A’ cur ri cleachdadh is ionnsachadh na Gàidhlig ann am Foghlam, 0-18
- A’ cur ri cleachdadh agus ionnsachadh na Gàidhlig, ionnsachadh às dèidh ìre sgoile is ionnsachadh inbheach

Tha ar plana airson Moireibh a’ cur fòcas air na h-amasan àrd-ìre a chaidh aontachadh le Bòrd na Gàidhlig agus le bhith a’ leantainn air adhart leis na h-amasan Seirbheis Chorporra gus fàs a thoirt air a h-uile taobh den t-solar. Tha sinn a’ cur fàilte air àrd-amas Plana Nàiseanta na Gàidhlig agus leanaidh Moireibh air le bhith a’ leasachadh prìomhachasan nan eagraan roimhe seo.

https://www.gaidhlig.scot/wp-content/uploads/2023/12/FINAL_BnG_National_Gaelic_Language_Plan_GAELIC.pdf

This will be achieved through the following priorities:

- Increasing the use and learning of Gaelic
- Community Priority Areas (to include on-line Gaelic Community networks; resource Gaelic Development Officers and increasing the use and learning of Gaelic in Homes)
- Increasing the use and learning of Gaelic in the Creative Industries
- Increasing the use and learning of Gaelic in Business and the Economy
- Increasing the use and learning of Gaelic in Public Authorities (this includes Gaelic visibility and signage)
- Increase the use and learning of Gaelic in Education, 0-18 years
- Increase the use and learning of Gaelic Post-school and Adult Learning.

Our Moray plan focuses on the high-level aims agreed by Bòrd na Gàidhlig and continuing the commitment of the Corporate Service aims to grow all aspects of provision. We welcome the ambition of the National Gaelic Plan and Moray will continue with the development of the previous editions’ priorities.





Plana Corporra Mhoireibh

An Lèirsinn againn:



*“Mhoireibh far am bi daoine a’ soirbheachadh,
saor bho bhochdainn agus bho neo-
ionannachd.”*

- Bidh ar daoine òga a’ fàs suas gu sàbhailte, le deagh fhoghlam agus a’ ruighinn an làn chomais
- Bidh beatha fhallain aig daoine agus bidh cothrom aca air deagh chùram nuair a bhios feum aca air
- Tha na gnìomhachasan agus na coimhearsnachdan againn a’ soirbheachadh
- Bidh an àrainneachd nàdarra againn a’ soirbheachadh airson math na h-uile

Moray’s Corporate Plan 2024

Our Vision:

*“A Moray where people prosper, free from
poverty and inequality.”*

- Our young people grow up safe, well-educated and reach their full potential
- People lead healthy lives and have access to quality care when they need it
- Our businesses and communities prosper
- Our natural environment thrives for the betterment of all

Tha seata de luachan aig cridhe seo:

Cothromach	Àrd-amasach	Feabhas	Freagairteach
- A' dèiligeadh ri neo-ionannachdan - A' dèiligeadh ri daoine gu cothromach - A' brosnachadh co-ionannachd agus mothachadh - A' beachdachadh air a' bhuidheachas againn air càch	- A' coimhead a-mach - A' brosnachadh agus a' comharrachadh Moireibh - A bhith na dheagh àite obrach - A' dèanamh cinnteach gu bheil seirbheisean seasmhach is èifeachdach aig a' chomhairle	- A' cur air adhart leasachadh - A' brosnachadh ùr-ghnàthachadh - A' gabhail cothroman coimeirsealta - A' tasgadh ann an cruth-atharrachadh agus feumalachdan san ùine romhainn a choileanadh	- Bi fosgailte is follaiseach - Cuir air adhart com-pàirteachas is ceanglaichean le coimhearsnachdan - Èist ris na coimhearsnachdan againn agus thoir a-steach ann an nithean iad

Tha Moireibh na sgìre dhùthchail air a' chuid as motha far a bheil ìre an fhearainn aig 2,238km². Tha iomall-fairge fada ann air Linn Mhoireibh le acarsaidean, bailtean-iasgaich agus tràighean barraichte. Is e àireamh-sluaigh an àite 94,280 (tuairmse meadhan-bliadhna 2022), air àrdachadh bho 93,470 (tuairmse meadhan-bliadhna 2011). Is e am prìomh àite-sluaigh Eilginn, far a bheil còrr is an ceathramh cuid de na daoine a' fuireach. Is iad na prìomh bhailtean eile Farrais, Bucaidh, Inbhir Losaidh agus Baile Chè, far a bheil àireamh-sluaigh eadar 5,000 is 10,000 an urra. Tha mu 4,700 luchd-obrach aig a' Chomhairle – co-ionann ri 3,500 luchd-obrach làn-ùine. [Tùs: Aithisg Coileanaidh Phoblach]

Tha am fiosrachadh seo mar bhunait ri cruthachadh an dàrna eagrain den Phlana Ghàidhlig againn ann am Moireibh.

Intrinsic to this is a set of values:

FAIR	Ambitious	Improving	Responsive
- Tackle inequalities - Treat people fairly - Promote equalities and awareness - Consider our impact on others	- Be outward looking - Promote and celebrate Moray - Be a great place to work - Ensure sustainable and efficient council services	- Drive improvement - Encourage innovation - Take commercial opportunities - Invest in transforming to meet future needs	- Be open and transparent - Promote community participation and involvement - Listen to and involve our communities

Moray is a largely rural area covering a land mass of 2,238km². It has a long coastline on the Moray Firth with harbours, fishing villages and some world-class beaches. The area's population is 94,280 (mid-year estimates 2022), rising from 93,470 (Mid-year estimates 2011) in 2011. The main centre of population is Elgin, which is home to more than one quarter of the people living here. Other main towns are Forres, Buckie, Lossiemouth and Keith, which each have populations of between 5,000 and 10,000. The Council workforce is around 4,700 – equivalent to 3,500 full time staff. (Source: Public Performance Report)

This information is the backdrop to the second edition of the Moray **Gaelic Language Plan**.

Lèirmheas air a' chiad eagraan de Phlana Gàidhlig Mhoireibh

San t-Samhain 2021 chaidh Buidheann Chorporra Gàidhlig a chruthachadh agus chaidh cumhachan iomraidh aontachadh. Ann an 2024 bha Ceannard Foghlaim, Goireasan is Choimhearsnachdan anns a' chathair, le riochdachadh bho HR, In-sgrùdadh, Ionmhas, Taigheadas, Seirbheisean Àrainneachdail, Foghlam, Leabharlannan agus sgioba CLD nan Coimhearsnachdan againn. Bidh a' bhuidheann a' coinneachadh 4 tursan sa bhliadhna agus chruthaich iad dreachd den dàrna eagraan den Phlana a chaidh aontachadh le **Comhairle Mhoireibh** agus a chur a-steach chun a' Bhùird san t-Samhain 2022 agus às dèidh sin sa Mhàrt agus san t-Sultain 2024. Às dèidh còmhraidhean agus fios air ais, chaidh fòcas a' Phlana seo aontachadh.

Riaghlachas: Am pròiseas conaltraidh taobh a-staigh na buidhne:

Comataidh Corporra

Sgioba-stiùiridh Corporra

Buidheann Ghàidhlig Corporra

Luchd-obrach na Comhairle agus Coimhearsnachdan

Review of the first edition of the Moray Gaelic Language Plan

In November 2021 a Corporate Gaelic Group was created and terms of reference agreed. In 2024 it was chaired by the Head of Education, Resources and Communities, with representation from HR, Internal audit, Finance, Housing, Environmental Services, Education, Libraries and our Communities CLD team. The group meets 4 times annually and produced a draft second edition of the Plan which was approved by **Moray Council** and submitted to the Bòrd in November 2022 and subsequently in March and September 2024. Following feedback discussions, the focus of this Plan was agreed.

Governance: The internal communication process:

Corporate Committee

Corporate Management Team

Corporate Gaelic Group

Council Staff and Communities

Thèid Buidheann Chorporra na Gàidhlig an sàs anns a h-uile nì ceangailte ri Gàidhlig aig **Comhairle Mhoireibh**, a’ toirt freagairt air leasachaidhean nàiseanta is feumalachdan ionadail agus a’ dearcnachadh, ag ath-bhreithneachadh is ag aithris gach bliadhna air a’ Phlana Ghàidhlig. Thèid fios a chumail ri luchd-obrach is coimhearsnachdan na Comhairle le ùrachaidhean san dà chànan air na meadhanan sòisealta agus air eadra-lìon na Comhairle. Cumaidh a’ bhuidheann Ghàidhlig Chorporra sùil air a’ phlana agus thèid aithris air taobh a-staigh na bliadhna gach bliadhna agus an uair sin thèid seo a chur gu Bòrd na Gàidhlig. Tha an t-uallach iomlan air a’ Cheannard Eadar-amail dèanamh cinnteach gun coilean **Comhairle Mhoireibh** am **Plana Gàidhlig**.

Coileanaidhean:

- Chaidh Buidheann Chorporra na Gàidhlig a chruthachadh
- Rinneadh sgrùdadh sgilean luchd-obrach le 259 neach-freagairt
- Iartras maoineachaidh soirbheachail do mhaoin Covid na Gàidhlig airson “Gaelic First Steps”, ach dh’fheumamaid am maoineachadh seo a thoirt air ais seach nach b’ urrainn oide fhaighinn. Tha seo na eisimpleir de dh’aon de na dùbhlain leantainneach a thaobh lìbhrigeadh
- Eadar-theangachadh den Easy Read den phlana CLD ùr ...a’ chiad fhear ann an Alba
- Iartras maoineachaidh soirbheachail gu Tabhartasan Sònraichte na Gàidhlig airson “Carson Gàidhlig?” tro obair com-pàirteachais le Colaiste Mhoireibh UHI agus Buidheann Ghàidhlig Mhoireibh. Bha an tagradh gus taic a chumail ri gnìomhachd còmhraidh agus airson taic gus am plana ùr a leasachadh. Tron mhaoineachadh sìl seo chaidh coinneamh phoblach a chumail gus feumalachdan agus ùidh sa Ghàidhlig a mheasadh agus gus clasaichean Buidheann Ghàidhlig Mhoireibh a chur air bhog às ùr.

The Corporate Gaelic Group engages with all **Moray Council** Gaelic related issues, responding to national developments and local needs whilst monitoring, reviewing, and reporting annually on the second edition of the **Gaelic Language Plan**. Council staff and communities will be informed through bi-lingual updates on social media and the Councils staff interchange. The Corporate Gaelic group will monitor the plan which will be reported on internally annually and then submitted to Bòrd na Gàidhlig. The Interim Chief Executive has overall responsibility to ensure that the **Moray Council** delivers on the **Gaelic Language Plan**.

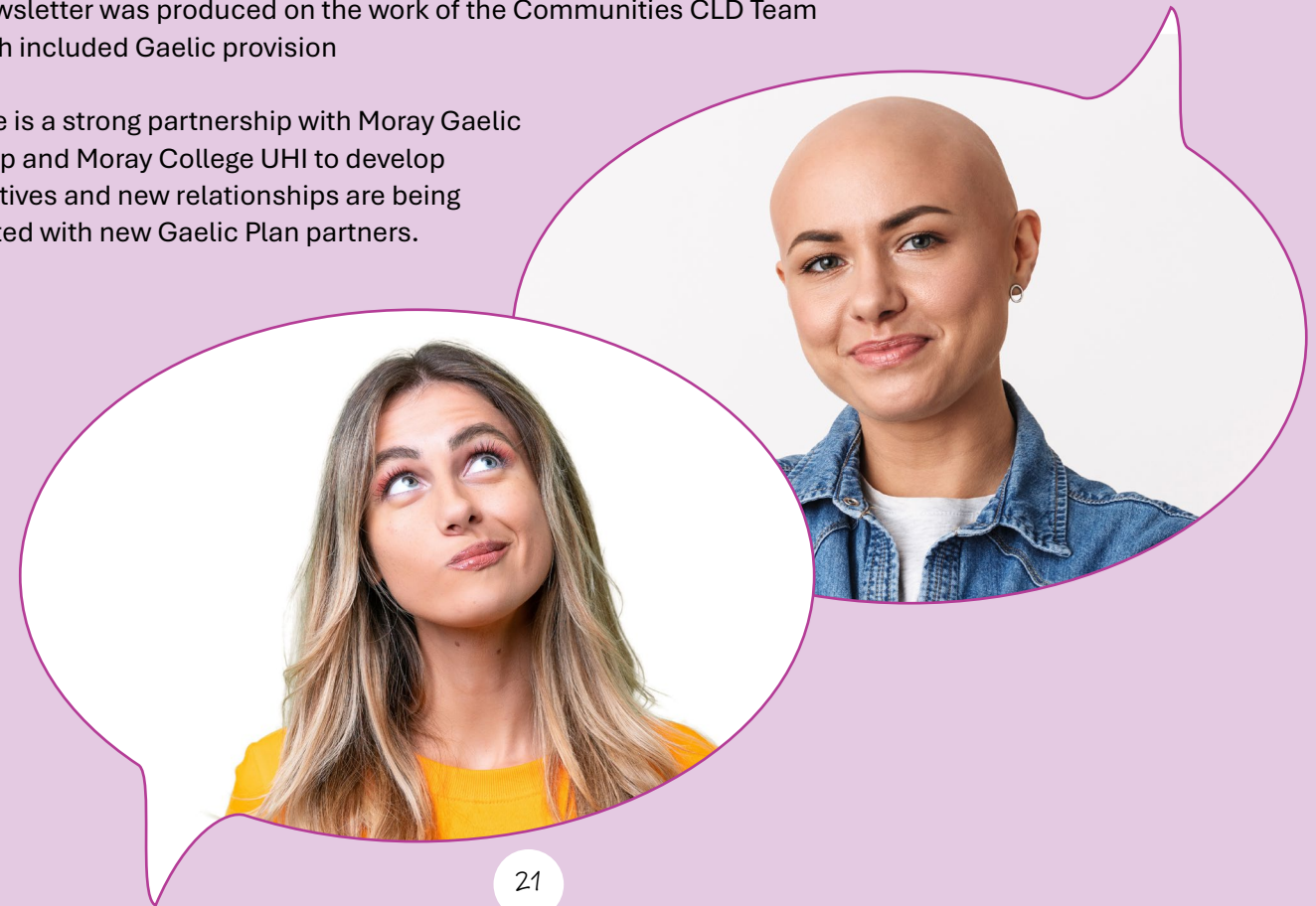
Achievements:

- Creation of the Corporate Gaelic Group
- Completion of the staff skills audit with 259 respondents
- Successful funding bid to Gaelic Covid-19 monies for “Gaelic First Steps,” however this funding had to be returned when a tutor could not be secured. This indicates one of the continuing challenges for delivery.
- The translation of the new CLD plan easy read... a first in Scotland
- Successful funding bid to the Gaelic Specific Grant for “Carson Gaidhlig?” through partnership work with Moray College UHI and Moray Gaelic Group. The bid was to bolster conversation activity and support to develop the new plan. Through this seed corn funding a public meeting was held to assess the needs and interest in Gaelic and to relaunch Moray Gaelic Group classes



- Chùm Moireibh tachartasan fad na seachdain tro Sheachdain na Gàidhlig le aithris agus agallamh às dèidh làimh air Rèidio Coimhearsnachd Bhaile Chè anns an robh com-pàirtichean an sàs. Chaidh seo a mhaoineachadh tro Thabhartas Sònraichte na Gàidhlig. Chaidh bòrd fiosrachaidh Gàidhlig a chur air dòigh aig Colaiste Mhoireibh gus cothroman a bhrosnachadh
- Rinn sinn conaltradh le Comhairle nan Leabhraichean agus tro mhaoineachadh bhon taobh a-muigh a fhuar sinn bho Riaghaltas na h-Alba chaidh roghainn de leabhraichean Gàidhlig a cheannach, a thèid a chuairteachadh timcheall nan leabharlannan poblach.
- Chùm lìonra CLD Caidreachas a Tuath coinneamh le fòcas air a' Ghàidhlig, air a stiùireadh le Oifigearan Gàidhlig Foghlam Alba
- Chaidh cuairt-litir fhoillseachadh mu obair Sgioba Coimhearsnachd CLD anns an robh fios mu sholar Gàidhlig
- Tha com-pàirteachas làidir ann le Buidheann Ghàidhlig Mhoireibh agus Colaiste Mhoireibh UHI gus iomairtean a chruthachadh is a leasachadh agus tha dàimhean ùra gan cruthachadh le com-pàirtichean ùra sa Phlana Ghàidhlig.

- Moray held week-long activities via Seachdain na Gàidhlig, World Gaelic Week, with a subsequent report and interview on Keith Community Radio involving participants. This was funded via the Gaelic Specific Grant. A Gaelic stall was set up at Moray College to promote opportunities
- Developed contact with the Gaelic Books Council and through external Scottish Government funding a range of Gaelic books were purchased to be rotated round the public libraries
- The North Alliance CLD network held a Gaelic themed focus meeting led by Education Scotland Gaelic Officers
- A newsletter was produced on the work of the Communities CLD Team which included Gaelic provision
- There is a strong partnership with Moray Gaelic Group and Moray College UHI to develop initiatives and new relationships are being created with new Gaelic Plan partners.



Togaidh an dàrna eagraan againn den Phlana Ghàidhlig air an adhartas a rinneadh le iomairtean Gàidhlig, ag aithneachadh na h-àrainneachd dùbhlanaich mu choinneimh riaghaltais ionadail. Tha geàrr-chunntas air ar targaidean, clàran-ama agus dleastanasan ann am plana gnìomh aig deireadh na sgrìobhainn.

Buidheann Ro-innleachdail na Gàidhlig:

Targaid 1: Mar bhuidheann ro-innleachdail, cumaidh sinn oirnn a’ cumail sùil air toraidhean agus a’ gabhail ri cothroman gus a’ Ghàidhlig adhartachadh.

Targaid 2: Cruthaichidh is cumaidh sinn suas duilleag le fiosrachaidh is cothroman a thaobh na Gàidhlig air làrach-lìn na Comhairle.

Targaid 3: Sgapaidh sinn puist air na meadhanan sòisealta bho Chom-pàirtichean Gàidhlig Mhoireibh tro chunntasan oifigeil na Comhairle agus nì sinn cinnteach sinn gun tèid brathan air na meadhanan sòisealta mu ghnothaichean Gàidhlig a chur a-mach anns an dà chànan.

Targaid 4: Nì sinn sgrùdadh air prìomh phròiseasan na Comhairle agus comharraichidh sinn far an gabhadh Gàidhlig a thoirt a-steach do sgrìobhainnean poblach.

Targaid 5: Cuiridh sinn fòcas eagrain 2 den Phlana air a bhith a’ leasachadh nan amasan seirbheis corporra a thug am Bòrd seachad, mar sin a’ toirt fàs air gach taobh den t-solar Ghàidhlig. (faic Eàrr-ràdh D)

Our second edition **Gaelic Language Plan** will build on the progress made with Gaelic initiatives recognising the challenging environment of local government. Our targets, timelines and responsibilities are summarised in an action plan at the end of the document.

Corporate Strategic Group:

Target 1: As a strategic group, we will continue to monitor outcomes and grasp opportunities to promote Gaelic.

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

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

Target 4: We will audit the Councils core processes and identify where Gaelic can be introduced into public documents.

Target 5: We will focus on this edition 2 of the Plan to develop the corporate service aims provided by the Bòrd thus growing all aspect of provision. (see appendix D)

Gàidhlig ann am Moireibh

- Mapa Mhoireibh, Bòrd na Gàidhlig
<https://www.ainmean-aite.scot/wp-content/uploads/2021/11/Moireibh-300dpi-scaled.jpeg>
- Tha Moireibh na àite far a bheil Scots is Doraig gam bruidhinn. Tha sgilean Gàidhlig a’ tighinn air adhart mar a chithear ma nithear coimeas eadar dàta cunntas-sluaigh 2011 agus 2022:

Sgilean Gàidhlig ann am Mhoireibh ann

A h-uile duine aois 3 no nas sine

Comas Gàidhlig a thuigsinn ach gun chomas Gàidhlig a bhruidhinn, a leughadh no a sgrìobhadh

Comas Gàidhlig a bhruidhinn, a leughadh agus a sgrìobhadh

Comas Gàidhlig a bhruidhinn ach gun chomas Gàidhlig a leughadh no a sgrìobhadh

Comas Gàidhlig a bhruidhinn is a leughadh ach gun chomas Gàidhlig a sgrìobhadh

Comas Gàidhlig a leughadh ach gun chomas Gàidhlig a bhruidhinn no a sgrìobhadh

Measgachadh eile de sgilean Gàidhlig

Gun sgil sam bith anns a’ Ghàidhlig

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

Gaelic in Moray

- Moray Map, Bòrd na Gàidhlig
<https://www.ainmean-aite.scot/wp-content/uploads/2021/11/Moireibh-300dpi-scaled.jpeg>
- Moray is an area where Scots and Doric are spoken. Gaelic skills are developing as highlighted in the comparison of the 2011 and 2022 census data:

Moray Gaelic Language Skills

2011

2022

All people aged 3 and over

90,178

90,787

Understands but does not speak, read or write Gaelic

354

828

Speaks, reads and writes Gaelic

311

454

Speaks but does not read or write Gaelic

246

273

Speaks and reads but does not write Gaelic

66

96

Reads but does not speak or write Gaelic

84

153

Other combination of skills in Gaelic

20

52

No skills in Gaelic

89,097

88,936

Rannsachadh Ùr:

Tron 2 bhliadhna a dh'fhalbh tha sinn cuideachd air àrdachadh mòr fhaicinn ann an com-pàirteachadh agus anns ann an gnìomhachd tro Sheachdain na Gàidhlig. Tha seo co-chòrdail ri aithisgean Rannsachadh Sòisealta ScotCen leis a' cheann-latha 29/06/2022:

“Tha gluasad air a bhith ann a dh'ionnsaigh bheachdan nas fhàbharaiche a thaobh a' chànain ann an grunn raointean, a' gabhail a-steach beachdan air foghlam Gàidhlig, cho cudromach 's a tha Gàidhlig do dhualchas cultarail an neach fhèin, caiteachas poblach air a' Ghàidhlig, agus Gàidhlig san àm ri teachd.”

<https://www.gaidhlig.scot/gd/ar-n-obair/rannsachadh/leabhraing-is-aithisgean/>

(Bha sampall rannsachaidh 2021 stèidhichte air 1,365 neach a chaidh a thaghadh air thuaiream airson agallamh, aois 18+). Chaidh am fiosrachadh a thomhas gus a bhith a' riochdachadh Alba a thaobh aoise, gnè, roinne agus feartan sòiseo-eaconamach eile.



New Research:

Over the past 2 years we have also seen a significant increase in participation and the volume of activities offered through World Gaelic Week. This is consistent with the ScotCen Social research dated 29/06/2022 reports:

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

<https://www.gaidhlig.scot/en/our-work/research/reports-and-papers/>

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



Sgrùdadh Sgilean Luchd-obrach Comhairle Mhoireibh 31/1/22

Ann an ullachadh an dàrna eagrain de Phlana Gàidhlig Mhoireibh, chaidh sgrùdadh a dhèanamh le 259 freagairtean.

- Bha beagan Gàidhlig aig 27 luchd-obrach no bha iad ag ionnsachadh na Gàidhlig agus cha robh Gàidhlig sam bith aig 231 luchd-obrach.
- Bha ùidh aig 76 ann an clasaichean Gàidhlig
- Bha ùidh aig 55 ann an seiseanan còmhraidh neo-fhoirmeil
- Bha ùidh aig 18 ann an tachartasan sòisealta Gàidhlig
- Bha ùidh aig 52 ann an comharraidhean a bharrachd mun Ghàidhlig

Bho rinneadh an t-suirbhidh, bidh sinn a' cur fios do luchd-obrach mu iomairt sam bith gus an ùidh sa Ghàidhlig a thoirt air adhart no gus a bhith an sàs ann an cùisean, tro eadra-lìon an luchd-obrach, puist-dìreach agus na meadhanan sòisealta.

Bho bheachdan air ais ann an labhairt ann am Moireibh, bha barrachd a' gabhail ri cothroman ionnsachaidh air-loidhne ri linn Covid a' cleachdadh me Duolingo. Tha sinn airson ionnsachadh agus cleachdadh na Gàidhlig a bhrosnachadh taobh a-staigh luchd-obrach na Comhairle.

Moray Council Staff Skills Audit 31/1/2022

In preparation of our second edition Moray **Gaelic Language Plan** an audit was carried out with 259 returns:

- 27 staff had some Gaelic or were learning and 231 had none
- 76 were interested in Gaelic language classes
- 55 were interested in informal conversation sessions
- 18 were interested in Gaelic social activities
- 52 were interested in further Gaelic discussions

Since this piece of work employees are notified of any initiatives to progress their interest and involvement through the staff interchange, direct emails and social media.

From anecdotal Moray feedback, there was an increased take up of on-line learning opportunities during Covid-19 using e.g. Duolingo. We wish to encourage the learning and use of Gaelic within the Councils staff.



Do Luchd-obrach na Comhairle:

Targaid 6: Nì sinn pileat air seiseanan tòiseachaidh Gàidhlig air-loidhne ann an com-pàirteachas le ùghdarras ionadail eile agus measaidh is sgapaidh sinn na toraidhean.

Targaid 7: Nì sinn pileat air seiseanan còmhraidh Srùpag gach mìos airson luchd-obrach agus airson na Coimhearsnachd san fharsaingeachd

Targaid 8: Brosnaichidh sinn luchd-obrach na Comhairle a tha ag ionnsachadh na Gàidhlig no aig a bheil Gàidhlig na leanas a chleachdadh air an ainm-sgrìobhte puist-d aca:



Toilichte conaltradh a dhèanamh ann an Gàidhlig neo Beurla
Happy to communicate in Gaelic or English

Thèid an àireamh de luchd-obrach a chleachdas an suaicheantas aithris gach bliadhna leis na roinnean agus thèid seo a chleachdadh mar shlat-tomhais airson sgrùdadh san àm ri teachd.

Targaid 9: Bheir sinn còmhla luchd-labhairt le diofar ìrean fileantachd gach bliadhna gus cothroman a bhrosnachadh cleachdadh na Gàidhlig a phiobrachadh agus ùidh ann am fòram Gàidhlig a thomhas.

Targaid 10: Nì sinn dearcnachadh air iarrtasan Gàidhlig sam bith tron fhoirm cho-ionannachd ùraichte, ag aithris gach bliadhna do Bhòrd na Gàidhlig.

For Council Staff:

Target 6: We will pilot online Gaelic introduction sessions with a partner local authority and evaluate and share findings

Target 7: We will pilot monthly Strupag conversation sessions for staff and the wider community

Target 8: We will encourage Council staff who are Gaelic learners or speakers to use the following on their email signature:



Toilichte conaltradh a dhèanamh ann an Gàidhlig neo Beurla
Happy to communicate in Gaelic or English

The number of staff using the logo will be reported annually by departments and this will be used as a benchmark for future monitoring.

Target 9: We will bring together Gaelic speakers with different levels of fluency annually to encourage opportunities to stimulate Gaelic use and ascertain interest in a Gaelic forum.

Target 10: We will monitor any Gaelic requests via the updated equalities form, reporting annually to Bòrd na Gàidhlig.

Do na Comhairlichean againn:

Targaid 11: Lìbhrigidh sinn seisean gach bliadhna do na comhairlichean agus dhan luchd-stiùiridh aig àrd-ìre gus fios a thoirt dhaibh mun dleastanas reachdail agus mu ùrachadh sam bith do dh’eagran 2 de Phlana Gàidhlig Mhoireibh.

Targaid 12: Nì sinn aithris gach bliadhna air adhartas **Plana Gàidhlig** Mhoireibh agus cuiridh sinn aithisgean do Bhòrd na Gàidhlig.

Targaid 13: Cruthaichidh sinn dreuchd mar phrìomh chomhairliche Gàidhlig fad rèis an dàrna plana a chumas ceangal ris a’ phoball, ri Oifigearan na Comhairle agus ris an Oifigear CLD.



For our Councillors:

Target 11: We will deliver an annual Gaelic conversation for all councillors and senior management to inform them of the statutory duty and any updates to edition 2 of the Moray Gaelic Plan.

Target 12: We will report internally annually on the progress of edition 2 of the Moray Gaelic Plan and submit reports to Bòrd na Gàidhlig.

Target 13: We will create a Gaelic Champion Councillor role for the duration of edition 2 of the Gaelic Plan who will liaise with the public, Council Officers and CLD Officer.



Co-theacs Planaidh:

Tha mu 57 planaichean Gàidhlig aontaichte ann an Alba aig ùghdarrasan poblach a tha ann mar-thà. Tha an t-susbaint stèidhichte air obair agus suidheachadh na buidhne. Tha an t-susbaint a' toirt buaidh air Moireibh agus san ùine romhainn bu chòir gum biodh leudachadh air obair ann an com-pàirteachas agus cothroman solar a neartachadh a rèir mar a nochdas planaichean ùra: Faic eàrr-ràdh B.

Targaid 14: Bheir sinn còmhla luchd nam planaichean gach bliadhna airson seisean coitcheann a' sealltainn air Moireibh gus cothroman a lorg ionnsachadh bho chàch a chèile agus bhith a' planadh còmhla



Planning Context:

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

Target 14: We will bring together plan owners annually for a Moray focussed sharing session to seek opportunities, learn from each other and jointly plan.



Foghlam Alba

Bho 2022 tha aon iarrtas air a bhith ann airson Foghlam tro Mheadhan na Gàidhlig sa Bhun-sgoil agus aon iarrtas airson ion-chur tro mheadhan na Gàidhlig ann am Fàn Spè. Chaidh taic curraicealaim a chur air dòigh tro e-Sgoil.

Chaidh seiseanan ionnsachaidh co-cheangailte ris a’ Ghàidhlig a thoirt a-steach ann an cuid de Bhun-sgoiltean tro phròiseact film le maoineachadh bhon taobh a-muigh. Tha am Bòrd air aithneachadh gun deach adhartas a dhèanamh a thaobh conaltradh le Bun-sgoiltean agus tha iad taiceil dhan dòigh-obrach a thathar a’ leasachadh.

Tha tairgse curraicealaim ann do sgoilearan tro e-Sgoil agus chaidh seo a chur chun nan ochd àrd-sgoiltean againn cho math ri criomag bhidio de sgoilear à Acadamaidh Fharrais a dh’ionnsaich Gàidhlig agus a shuidh Nàiseanta 5 agus Àrd-ìre Gàidhlig. Tha tairgse airson Ionnsachadh mar Leasachadh Leantainneach do luchd-teagaisg tro Chaidreachas a’ Chinn a Tuath agus buidhnean Gàidhlig eile, a tha rim faighinn do sgoiltean. Tha seo ga mheudachadh le bhith a’ sanasachadh frithealadh air Buidheann Ghàidhlig Mhoireibh do luchd-teagaisg agus buill den phobaill aig a bheil ùidh. Tha aon tidsear-ionaid a tha air an dreuchd a leigeil dhiubh air tighinn a-mach às an ochdnar a chaidh sònrachadh le GTCS mar thidsearan ann am Moireibh a tha ag iarraidh Gàidhlig ionnsachadh. Rinn ceannard-sgoile cùrsa ionnsachadh Gàidhlig proifeiseanta san Iuchar 2023 agus tha i air a cuid ionnsachaidh a chur gu feum gus pròiseact a ruith sa bhun-sgoil aice sa Ghearran 2023 agus sa Ghearran 2024.

Chaidh fios a chur gu Leasachadh Sgilean na h-Alba mu chothroman cosnaidh sa Ghàidhlig agus chaidh seiseanan a chur air dòigh airson luchd-taic sgoilearan ann an àrd-sgoiltean le Leasachadh Sgilean na h-Alba agus Foghlam Alba. Rinneadh conaltradh cuideachd leis an Oifigear Leasachadh Càileachd a tha os cionn Foghlam Gàidhlig ann an Siorrachd Obar Dheathain, agus thathar an dòchas togail air a’ cheangal seo leis an oifigear seo agus le Oifigear Foghlam Gàidhlig Comhairle na Gàidhealtachd. ’S e an dòigh air adhart as fheàrr ann am Moireibh a bhith a’ sanasachadh,

Education

Since 2022 there has been one request for Gaelic Medium Education in Primary and one request for Gaelic Medium input in Speyside. Curricular support has been arranged via e Sgoil access.

Gaelic themed learning sessions has been introduced in some Primary Schools via an externally funded film project. The Bòrd have recognised that there has been progress made in relation to engaging with Primary Schools and are supportive of the approach being developed.

There is a curriculum offer to pupils through e Sgoil which has been sent to our eight secondary schools as well as a video clip of an ex-pupil from Forres Academy who learned and sat National 5 and Higher Gaelic. There is a teacher Continuing Professional Learning offer through the Northern Alliance, our regional collaborative, and other Gaelic agencies which are made available to schools. This is enhanced by advertising attendance at the Moray Gaelic Group for interested teachers and members of the public. One supply teacher who is retired has come forward from the eight identified by the GTCS as Moray teachers who wished to learn Gaelic. A headteacher has been on a Gaelic language professional learning course in July 2023 and has used her learning to run a project in her primary school in February 2023 and February 2024.

Contact has been made with Skills Development Scotland regarding employment opportunities in Gaelic and sessions have been arranged for pupil support staff in secondary schools with SDS and Education Scotland. Contact was also made with the Quality Improvement Officer overseeing Gaelic Education in Aberdeenshire, and it is hoped to develop this link with this officer and the Highland Gaelic Education Officer. The best way forward in Moray is to have Scottish language, history and culture themed projects advertised to, and delivered in, interested primary and secondary schools so that Gaelic can be offered with Scots.

agus a’ libhrigeadh, pròiseactan le cuspairean co-cheangailte ri cànanan, eachdraidh agus cultar na h-Alba, ann am bun-sgoiltean agus àrd-sgoiltean gus an tèid Gàidhlig a thairgsinn còmhla ri Scots.

Targaid 15: Bidh sinn a’ tabhainn chùrsaichean le teisteanais ann am Foghlam Gàidhlig anns an Ìre as Àirde ÀS4-ÀS6 agus togaidh sinn air seo le bhith a’ tabhann phròiseactan cànan, eachdraidh is cultair na h-Alba thar nan Àrd-sgoiltean ann an ÀS1 gu ÀS3 a rèir mar a cheadachas comasan-libhrigidh gus ùidh a chruthachadh ann a bhith a’ tabhann Gàidhlig mar roghainn L3.

Targaid 16: Cuiridh sinn suirbhidh Mhoireibh a-mach gu pàrantan/luchd-cùraim, luchd-teagaisg, luchd-taic sgoilearan, luchd-taic leabharlannan agus luchd-obrach spòrs gus faighinn a-mach dè an ìre de dh’ùidh a th’ ann an solar tràth-bhliadhnaichean Gàidhlig agus foghlam Gàidhlig (do luchd-ionnsachaidh agus foghlam tro mheadhan na Gàidhlig) agus gabhaidh gnìomhan stèidhichte air na toraidhean.

Targaid 17: Brosnaichidh sinn Slighean-adhartais Nuadh-chànanan Mhoireibh agus Caidreachas a’ Chinn a Tuath, a tha a’ gabhail a-steach slighean-adhartais Gàidhlig agus cuiridh sinn sgrùdaidhean cùise ris an duilleig-lìn seo.

Targaid 18: Bidh sinn a’ tabhann ionnsachadh proifeiseanta ann an teagasg na Gàidhlig gus comas-libhrigidh a thogail taobh a-staigh Foghlam Mhoireibh agus bhrosnachaidh sinn luchd-obrach gus cur a-steach airson tabhartasan gus na cothroman sin a mhaoineachadh

Targaid 19: Ùraichidh sinn duilleag-lìn Foghlam **Comhairle Mhoireibh** gus am bi fiosrachadh mu Fhoghlam Gàidhlig nas ruigsinniche do phàrantan/luchd-cùraim Mhoireibh

Targaid 20: Nì sinn conaltradh le Ùghdarrasan Ionadail agus buidhnean eile gus faicinn far am faigh sinn taic ann a bhith a’ tabhann agus a’ libhrigeadh Foghlam Gàidhlig gus solar a mheudachadh.

Target 15: We will offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and develop this by offering Scottish languages, history and culture projects across Secondary Schools in S1 to S3 as capacity allows to create an interest in offering Gaelic as an L3 option.

Target 16: We will issue a Moray survey to parents/carers, teachers, pupil support assistants, library assistants and sports staff to ascertain interest in Gaelic early years provision and Gaelic education (learner and Gaelic-medium) delivery and act on the findings.

Target 17: We will promote Moray and Northern Alliance Modern Languages Progressions which include Gaelic progressions and add case-studies to this webpage.

Target 18: We will offer professional learning in Gaelic language teaching to build capacity within Moray Education and encourage staff to apply for grants to fund these opportunities

Target 19: We will update our **Moray Council** education website to make information on Gaelic Education more accessible to Moray parents/carers.

Target 20: We will liaise with other Local Authorities and organisations to see where we can be supported in offering and delivering Gaelic Education to increase provision.

Bun-structar Foghlaim:

Tha e an urra ri Sgioba Oighreachd an Fhoghlaim againn oighreachd an fhoghlaim againn (suidheachaidhean thràth-bhliadhnaichean agus sgoiltean) a neartachadh is a leasachadh a rèir nam buidseatan a tha rim faotainn.

Anns a’ phlana Oighreachd Ionnsachaidh làithreach againn, thathar an dùil gun tog sinn togalach ùr/gun dèan sinn ùrachadh mòr air Acadamaidh Fharrais agus Àrd-sgoil Bhucaidh faisg air deireadh na deichead. Cuideachd, tha sinn a’ coileanadh obair-shuirbhidh air feadh na h-Oighreachd Foghlaim gu lèir a th’ ann an-dràsta (49 sgoiltean a bharrachd), a shònraicheas agus a bheir prìomhachas do phrògram ùrachaidh a-steach dhan ath dheichead.

Gabhaidh an sgioba beachd air mar a ghabhas Gàidhlig a thoirt a-steach ann an soidhnichean nuair a thathar a’ togail sgoiltean ùra, no ag ùrachadh sgoiltean a th’ ann mar-thà, ann an co-chomhairle leis an sgoil agus a’ choimhearsnachd anns an fharsaingeachd. Thèid fios mu chudromachd eachdraidheil is cultarail ainmean a sgaoileadh gus an gabh co-dhùnaidhean fiosraichte a dhèanamh.

Targaid 21: Gabhaidh sinn beachd air mar a ghabhas soidhnichean Gàidhlig a thoirt a-steach ann an sgoiltean ùra is ùraichte gus feumalachdan nan coimhearsnachdan ionadail a choileanadh.

Education Infrastructure:

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

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

The team will address how Gaelic can be incorporated into signage when developing new schools, or refurbishing existing schools, in consultation with the school and wider community. The historical and cultural significance of names will be shared so informed choices can be made.

Target 21: We will address how Gaelic signage can be incorporated into new and refurbished schools to meet the needs of local communities as they progress.



Seirbheis Leabharlann is Dualchais

Tha cruinneachadh seasmhach de litreachas, stuth-iomraidh agus stuth-ionnsachaidh Gàidhlig aig Seirbheis nan Leabharlannan (11 leabharlann agus 1 leabharlann-siubhail). Tha sinn ag obair le Urras Leabhraichean na h-Alba gus dèanamh cinnteach gum bi goireasan a tha iomchaidh a rèir aois rim faotainn dhan fheadhainn a tha gan iarraidh agus faodaidh sinn taic Ghàidhlig an-asgaidh a thoirt mar thaic ri buidhnean luchd-tadhail slàinte, suidheachaidhean thràth-bhliadhnaichean agus mar sin air adhart a rèir mar as iomchaidh.

Targaid 22: Gluaisidh sinn na goireasan Gàidhlig againn timcheall air na leabharlannan as motha againn gach 6 mìosan. Nì sinn sanasachd airson a' chruinneachaidh nuair a bhios e anns gach àite ùr agus ùraichidh agus ath-nuadhaichidh sinn e a rèir iarrtas mar a bhios iomchaidh.

Targaid 23: Cruthaichidh is brosnachidh sinn gnìomhachd Ghàidhlig mar phàirt de phrògram seirbheis leabharlainn bliadhna airson Seachdain Leabhraichean na h-Alba (an t-Samhain). Bidh co-dhiù aon tachartas Gàidhlig ann mar phàirt den phrògram a h-uile bliadhna. Nì sinn stuthan sanasachd gu dà-chànanach.

Tha cunntasan-staitistigeach aig Ionad an Dualchais agus chan eil leabhraichean-iomraidh eile aca sa Ghàidhlig. Thathar air clach shnaighte le 'Biodh fiala ri choicrich' (Bithibh fialaidh le coigrich) os cionn dorais ann am Burghead. Tha sgrìobhainn eile ann, san Fhraingis agus sa Ghàidhlig, a thathar a' rannsachadh. Tha i còrr is 200 bliadhna a dh'aois agus gun chlàradh air làrach-lìn Canmore, a tha na chatalog air an eadar-lìon de dh'arc-eòlas, de thogalaichean, de dhualchas gnìomhachais agus de dhualchas na mara ann an Alba.

<https://canmore.org.uk/>

Targaid 24: Cuiridh sinn pròiseact ri chèile gus ìomhaighean de Dhualchas Gàidhlig Mhoireibh a chruinneachadh gu gnìomhach gus stòr-dàta a chruthachadh ri nochdadh air làrach-lìn Canmore.

Library and Heritage Service

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

Target 22: We will rotate our Gaelic resources around our larger libraries every 6 months. We will publicise the collection as and when in each new location and refresh and renew based on demand as appropriate.

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

The Heritage Centre has statistical accounts but no other Gaelic reference books. A carved lintel stone has been found with "Biodh fiala ri choicrich," roughly translated, "Be generous to strangers" above a doorway in Burghead.

There is also a second French and Gaelic inscription that is being researched. It is over 200 years old and not listed on the Canmore site, (which is an online catalogue of Scotland's archaeology, buildings, industrial and maritime heritage.)

<https://canmore.org.uk/>

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

Ionnsachadh is Leasachadh Coimhearsnachd

Chaidh am Plana Com-pàirteachais CLD againn airson 2024-2027 fhoillseachadh san Lùnastal 2024 leis na prìomhachasan a leanas:

- Ionnsachadh fad Beatha
- Saoranaich Gnìomhach agus Guth Coimhearsnachd
- A' leasachadh agus a' Ceangal Leasachadh Sgioba-obrach CLD

Taobh a-staigh seo tha na cuspairean tar-roinneil a leanas:

- A' cur aghaidh air buaidhean na h-iomallachd is na bochdainn
- A' toirt leasachadh air slàinte-inntinn is sunnd le bhith a' lùghdachadh iomallachd shòisealta
- A' brosnachadh ceartas na gnàth-shìde.

Bheir toraidhean Lèirmheas Riaghaltas na h-Alba air CLD buaidh cuideachd air lìbhrigeadh agus stiùireadh solar seirbheis san àm ri teachd. (Learning for All. For Life, An t-Ògmhios 2024)

Targaid 25: Cumaidh sinn oirnn a' toirt sheirbheisean do Bhuidheann Chorporra na Gàidhlig, a bhith ag iarraidh maoineachadh bhon taobh a-muigh agus a bhith ag aithris air gnìomhan agus a' dèanamh rianachd air maoineachadh

Targaid 26: Togaidh sinn air na seiseanan “Exploring Gaelic” dhan luchd-obrach agus do bhuidhnean-coimhearsnachd agus bheir sinn taic do phrògram luchd-labhairt leis na Leabharlannan gus fòcas a chur air a' Ghàidhlig agus a cultar.

Targaid 27: Cumaidh sinn agus bheir sinn taic do bhuidheann Srùpag gach mìos gus cur ri cothroman gus an cànan a chleachdadh agus gus ionnsachaidh agus gus luchd-obrach ùr a bhrosnachadh gus tighinn a-steach do choimhearsnachd na Gàidhlig.

Community Learning and Development

Our Partnership CLD Plan 2024-2027 was published in August 2024 with the priorities of:

- Learning for Life
- Active Citizens and Community Voice
- Developing and Connecting the CLD Workforce Development

Within this there are cross cutting themes of:

- Addressing the impacts of rurality and poverty
- Improving mental health and wellbeing by reducing isolation
- Promoting climate justice.

The Scottish Government Review of CLD findings will also influence future delivery and direction of service provision. (Learning for All. For Life July 2024)

Target 25: We will continue to service the Corporate Gaelic Group, apply for external funds, report on activity and manage funding.

Target 26: We will build on the “Exploring Gaelic” sessions to staff and community groups and support an annual speaker’s programme with Libraries to highlight Gaelic interest and culture.

Target 27: We will service and support a monthly Strupag group to enhance opportunities to use the language and encourage new learners and staff to the Gaelic community.



Targaid 28: Lorgaidh sinn cothroman gus am foillseachadh “Gaelic Placenames of Moray” a chleachdadh gus cur ri a ruigsinneachd

Targaid 29: Cruthaich sinn prògram gus Seachdain na Gàidhlig a bhrosnachadh a’ togail air guthan luchd-labhairt agus luchd-ionnsachaidh na Gàidhlig ann am Moireibh.

Targaid 30: Brosnaichidh sinn ionnsachadh Gàidhlig agus cothroman cultarach Gàidhlig dhan sgioba-obrach CLD

Targaid 31: Siridh sinn maoinachadh corporra agus bhon taobh a-muigh gus neach-obrach CLD le Gàidhlig fhaighinn, stèidhichte air feum ainmichte.



Target 28: We will seek opportunities to use the “Gaelic Placenames of Moray” publication to maximise its reach

Target 29: We will develop a programme to promote World Gaelic Week building on the voices of Gaelic speakers and learners.

Target 30: We will promote Gaelic learning and cultural opportunities to the CLD workforce

Target 31: We will seek corporate and external funding to secure a Gaelic speaking CLD worker based on identified need.

HR is Leasachadh na Buidhne

Far a bheil Gàidhlig na slat-tomhais deatamach airson post sònraichidh an Sònrachadh Pearsa seo agus thèid am post a shanasachadh sa Ghàidhlig.

Nuair a thathar a’ meas gu bheil e ion-mhiannaichte gum bi Gàidhlig ann am post, bu chòir am post a shanasachadh sa Ghàidhlig agus sa Bheurla.

Gus ar dealas a nochdadh thathar a’ moladh gun tèid am foirm Riaghladh Dreuchdan Falamh atharrachadh gus na leanas a ghabhail a-steach:

- A bheil Gàidhlig na slat-tomhais riatanach airson na dreuchd seo?
- A bheil Gàidhlig na shlat-tomhais ion-mhiannaichte airson na dreuchd seo?

Leasachadh Luchd-obrach: Ag ionnsachadh na Gàidhlig

Thèid luchd-obrach **Comhairle Mhoireibh** a bhrosnachadh gus Gàidhlig ionnsachadh far an cuireadh i luach ris an dreuchd aca, a’ cur feum air uairean sùbailte, àm-lòin, agus tòiseachadh anmoch (far am faodar) gus a dhèanamh.

Targaid 32: Atharraichidh sinn an fhoirm gus Dreuchdan Bàna a dhearcnachadh gus dèanamh cinnteach gun gabh oifigearan-fastaidh beachd air slatan-tomhais Gàidhlig

Targaid 33: Cuiridh sinn taic agus cuiridh sinn air chomas cothroman gus Gàidhlig ionnsachaidh, a’ gabhail a-steach ann am pròiseasan inntrigidh luchd-obrach agus buill.

HR and Organisational Development

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

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

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

- Is Gaelic Language an essential criteria for this post?
- Is Gaelic language a desirable criteria for this post?

Employee Development: Learning Gaelic

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

Target 32: We will amend the Vacancy monitoring form to ensure recruiting officers consider Gaelic language criteria

Target 33: We will support and enable opportunities to learn Gaelic including staff and elected member induction processes

Seirbheisean Àrainneachdail is Coimeirsealta:

Nuair a bhios feum air soidhnichean ùra no ùraichte, obraichidh an t-seirbheis leis na coimhearsnachdan buntainneach gus na roghainnean as fheàrr airson nan soidhnichean a shocrachadh, agus an gabh an cur san dà chànan.

Targaid 34: Bheir sinn a-steach soidhnichean Fàilte ioma-chànanach taobh a-staigh nan togalaichean poblach againn bhon Lùnastal 2025

Targaid 35: Bheir sinn a-steach soidhnichean Gàidhlig air an taobh a-muigh nuair a dh'èiricheas cothroman airson seo ann an togalaichean, sràidean agus rathaidean

Targaid 36: Leanaidh pròiseact Ceàrnaidh Cultarail Aonta Fàs Mhoireibh poileasaidh corporra **Comhairle Mhoireibh** a thaobh soidhnichean nuair a thathar a' togail ghoireasan ùra

Targaid 37: Thèid obair com-pàirteachais a neartachadh eadar am pròiseact agus prìomh bhuidhnean leithid VisitScotland, Alba Chruthachail agus Àrainneachd Eachdraidheil Alba (buill Bòrd a' Phròiseict) gus ionnsachadh a stiùireadh agus gus cothroman co-obrachaidh a chomharrachadh a thaobh mar a bhios buidhnean a bhios a' stiùireadh ghoireasan ann an sgìre Pàirc Cooper a' brosnachadh na Gàidhlig.

Targaid 38: Leis an tairgse chultarail a tha gu bhith ann co-cheangailte ri Loidse nan Granddach, nì sgioba a' phròiseict measadh agus lorgaidh iad fianais air roghainnean airson amalachadh na Gàidhlig.

Environmental and Commercial Services

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

Target 34: We will introduce internal multi-lingual Welcome signage in our public buildings from August 2025

Target 35: We will Introduce external Gaelic signage as opportunities arise in buildings, streets and roads

Target 36: Moray Growth Deal Cultural Quarter project will follow **Moray Council** corporate policy regarding the adoption of signage relating to the construction of new facilities

Target 37: Partnership working will be strengthened between the project and key agencies such as Visit Scotland, Creative Scotland and Historic Environment Scotland (Project Board members) to drive learning and identify opportunities for synergy in how parties managing facilities in the Cooper Park area promote tGaelic

Target 38: With the cultural offering associated with the Grant Lodge facility due to be developed, the project team will evaluate and evidence options for the integration of Gaelic.

Pàipearan-taice A: Prìomh chom-pàirtichean Gàidhlig nàiseanta

Bòrd na Gàidhlig

Ag obair gus a’ Ghàidhlig adhartachadh air feadh na Alba. Faigh fiosrachadh mu na buannachdan a tha an lùib foghlam Gàidhlig, dà-chànanas agus an mun t-solaraidhe Gàidhlig as fhaighe ort.

Fèisean nan Gàidheal

A’ bhuidheann a bhios a’ cumail taic ri fèisean Gàidhlig sa choimhearsnachd a tha stèidhichte air oideachadh anns na h-ealainean Gàidhlig.

Comunn na Gàidhlig

Buidheann a tha ag amas air a’ Ghàidhlig agus a cultar a bhrosnachadh.

Comann nam Pàrant

Buidheann phàrantan Gàidhlig a tha a’ cumail taic ri lìonra de bhuidhnean ionadail.

Comhairle nan Leabhraichean

Is e Comhairle nan Leabhraichean a’ phrìomh bhuidheann le uallach airson taic a thoirt do dh’ùghdaran agus foillsichearan Gàidhlig an Alba.

An Comunn Gàidhealach

Tha an Comunn Gàidhealach air taic a chumail ri teagasg, ionnsachadh agus cleachdadh na Gàidhlig agus ri brosnachadh litreachas, eachdraidh, ceòl is ealain na Gàidhlig fad còrr is 100 bliadhna. Tro cho-òrdanachadh is ruith a’ Mhòid Nàiseanta Rìoghail agus lìonra Mhòdan ionadail air feadh na h-Alba, tha an Comann Gàidhealach ag adhartachadh nan amas a bhith a’ cuideachadh is a’ leasachadh gach nì ceangailte ri cànan, dualchas is eachdraidh na Gàidhlig aig ìrean ionadail, nàiseanta is eadar-nàiseanta.

Ainmean-Àite na h-Alba

Stòr-dàta an-asgaidh a tha a’ toirt seachad aon thùs fiosrachaidh ùghdarrasail air cruthan Gàidhlig ainmean-àite.

Appendix A: Key Gaelic national partners

Bòrd na Gàidhlig

Works to promote Gaelic throughout Scotland. Find information on the benefits of Gaelic education, being bilingual and your nearest Gaelic provider.

Fèisean nan Gàidheal

The organisation which supports the development of community-based Gaelic arts tuition festivals.

Comunn na Gàidhlig

An organisation which seeks to promote Scottish Gaelic language and culture.

Comann nam Pàrant

A Gaelic parents organisation which supports a network of local groups.

Comhairle nan Leabhraichean

The Gaelic Books Council is the lead organisation with responsibility for supporting Scottish Gaelic authors and publishers.

An Comunn Gàidhealach

An Comunn Gàidhealach has supported the teaching, learning and use of the Gaelic language and the study and cultivation of Gaelic literature, history, music, and art for over 100 years. Through the organisation and running of the Royal National Mòd and a network of provincial Mòds across Scotland, An Comunn Gaidhealach furthers the aims of supporting and developing all aspects of the Gaelic language, culture, history, and heritage at local, national, and international levels.

Ainmean-Àite na h-Alba

A free database that provides a single source of authoritative information on Gaelic forms of place-names.

Pàipearan-taice B: Planaichean Gàidhlig a bheir buaidh air Moireibh

- Alba Chruthachail
- Àrainneachd Eachdraidheil Alba
- Coimisean na Croitearachd
- Coilltearachd is Fearainn Alba Coilltearachd
- Comhairle Maoineachaidh na h-Alba
- Leasachadh Sgilean na h-Alba
- Foghlam Alba
- Nàiseanta Gailearaidhean Nàiseanta na h-Alba
- Iomairt na Gàidhealtachd is nan Eilean
- NàdarAlba
- Oilthigh na Gàidhealtachd agus nan Eilean
- Poileas Alba
- SpòrsAlba
- Ùghdarras Pàirc Nàiseanta a' Mhonaidh Ruaidh
- Ùghdarras Teisteanais na h-Alba
- Pàrlamaid na h-Alba
- VisitScotland
- Àrainneachd Eachdraidheil Alba

Appendix B: Gaelic Language Plans that impact on Moray

- Creative Scotland
- Historic Environment Scotland
- Crofting Commission
- Scottish Land & Forestry
- Scottish Funding Council
- Skills Development Scotland
- Education Scotland
- National Galleries of Scotland
- Highland and Islands Enterprise
- Nature Scot
- University of the Highlands and Islands
- Police Scotland
- Sport Scotland
- Cairngorm National Park Authority
- Scottish Qualifications Authority
- Scottish Parliament
- Visit Scotland
- Historic Environment Scotland

Pàipearan-taice C: Amasan Àrd-Ìre

Airson an cur a-steach do dh'eagran 02 de Phlana Gàidhlig **Comhairle Mhoireibh**

A' cleachdadh na Gàidhlig

Stèidhich CM Buidheann **Plana Gàidhlig** maireannach le riochdachadh bhon a h-uile roinn agus aig a bheil dleastanas airson leasachadh, lìbhrigeadh agus sgrùdadh plana Gàidhlig na Comhairle.

Lorgaidh CM cothroman gus ar tuigse a leasachadh air luach cultarail agus dùthchasach na Gàidhlig thar nan seirbheisean eadar-dhealaichte againn.

Far an tig cothroman am bàrr, beachdaichidh CM air mar a dh'fhaodadh a' Ghàidhlig cur ri leasachadh agus brosnachadh pròiseact a' Chairteil Chultarail taobh astaigh Cùmhnant Fàs Mhoireibh, ri linn fòcas a' Chùmhnaint air Ùr-ghnàthachas à Traidisean.

Appendix C: High-level Aims

For inclusion in edition 02 of **Moray Council's Gaelic Language Plan**

Using Gaelic

MC will establish a permanent Gaelic Plan Group with representation from all departments and responsibility for development, delivery and monitoring of the Council's Gaelic language plan.

MC will seek opportunities to develop our understanding of the cultural and heritage value of Gaelic across our different services.

Where opportunities arise MC will consider how Gaelic can contribute to the development and promotion of the Cultural Quarter project within the Moray Growth Deal, in line with the Deal's focus on Innovation from Tradition.

Ag ionnsachadh na Gàidhlig

Thèid an dleastanas a th' ann an Achd an Fhoghlaim (Alba) 2016 a chur an sàs le CM gus foghlam tro mheadhan na Gàidhlig agus foghlam Gàidhlig do luchd-ionnsachaidh a bhrosnachadh do luchdcòmhnaidh sgìre CM mar a thathar a' meas iomchaidh, a' gabhail a-steach a' chothruim a th' ann do phàrantan iarraidh gun tèid foghlam tro mheadhan na Gàidhlig (FtG) a stèidheachadh anns an sgìre.

Bidh **Comhairle Mhoireibh** a' tabhann cùrsaichean teisteanais ann am Foghlam Gàidhlig aig an ìre as Àirde ÀS4-ÀS6 agus cuiridh iad seo an gnìomh mean air mhean anns a h-uile Àrd-sgoil.

Cruthaichidh **Comhairle Mhoireibh** plana gnìomh le amasan aontaichte gus dèanamh cinnteach gu bheil a' Ghàidhlig mar nuachànan (L3) ri faighinn thar bunsgoiltean an ùghdarrais.

Bidh co-chomhairle ghnìomharrach aig **Comhairle Mhoireibh** còmhla ri pàrantan agus inbhich cunntasach eile ann an sgìre na Comhairle gus faighinn amach ma tha iarrtas ann airson solarachadh tràth-bhliadhnaichean na Gàidhlig agus foghlam Gàidhlig (luchd-ionnsachaidh agus tro meadhan na Gàidhlig). Thèid na toraidhean àrd-ìre bhon cho-chomhairle a cho-roinn le prìomh luchdùidh, a' gabhail a-steach Bòrd na Gàidhlig.

Bheir **Comhairle Mhoireibh** taic do dh'inbhich a tha nan luchd-labhairt no nan luchd-ionnsachaidh thar sgìre na Comhairle.

A' cur na Gàidhlig air adhart

Bheir **Comhairle Mhoireibh** taic do thachartasan a bhios a' cur cudrom air àite na Gàidhlig san latha an-diugh agus gu traidiseanta ann an coimhearsnachd, ealain agus beatha cultarach na sgìre.

Learning Gaelic

MC will undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to MC residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).

The **Moray Council** will offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and progressively implement this across all Secondary Schools.

The **Moray Council** will develop an action plan with agreed targets to ensure that Gaelic as a modern language (L3) is available across primary schools in the authority.

Moray Council will actively consult with parents and other responsible adults in the Council area to establish whether there is demand for Gaelic early years provision and Gaelic education (learner and Gaelic medium). The top-level findings from the consultation will be shared with key stakeholders, including Bòrd na Gàidhlig.

Moray Council will support adult Gaelic speakers and learners across the Council area.

Promoting Gaelic

Moray Council will support events which highlight the present day and traditional role of Gaelic in the area's community, arts and cultural life.

Pàipearan-taice D: Amasan Corporra

Air an sònrachadh le Bòrd na Gàidhlig airson a h-uile buidheann phoblach ann an Alba.

Àrd Phrionnsapalan

Spèis Cho-ionann

A h-uile gealladh anns a’ Phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.

Cothroman Follaiseach

Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.

Treas Partaidhean

A’ dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.

Gàidhlig na nì àbhaisteach

Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.

Pàrantan Corporra

Gu bheilear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.

Appendix D: Corporate Aims

Stipulated by Bòrd na Gaidhlig for all public bodies in Scotland:

Overarching Principles

Equal Respect

Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.

Active Offer

Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.

Third Parties

Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.

Normalisation

Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.

Corporate Parenting

That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.

Inbhe

Suaicheantas

Ag amas air suaicheantas corporra anns a’ Ghàidhlig agus anns a’ Bheurla a chruthachadh nuair a thig a’ chiad chothrom agus mar phàirt den phròiseas ùrachaidh.

Soidhnichean

Prìomh shoidhnichean air an dèanamh dà- chànanach nuair a thathar gan ùrachadh.

Conaltradh leis a’ phoball

Brosnachadh

Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.

Conaltradh sgrìobhte

Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.

Ionad-fàilte agus am fòn

Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.

Coinneamhan

Cothroman airson coinneamhan dà- chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.

Status

Logo

Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.

Signage

Prominent signage will include Gaelic and English as part of any renewal process.

Communicating with the public

Promotion

Positive message that communication from the public in Gaelic is always welcome.

Written Communication

Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.

Reception and phone

Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.

Public meetings

Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.

Fiosrachadh

Fiosan-naidheachd

Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.

Meadhanan sòisealta

Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.

Làrach-lìn

Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.

Irisean Corporra

Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.

Taisbeanaidhean

Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.

Luchd-obrach

Sgrùdadh Luchd-obrach

Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.

Inntrigeadh

Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.

Trèanadh cànan

Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.

Information

News releases

High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.

Social Media

Gaelic content distributed regularly through social media, guided by the level of actual and potential users

Website

Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.

Corporate Publications

Produced in Gaelic and English, with priority given to those with the highest potential reach.

Exhibitions

Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.

Staff

Internal audit

Conduct an internal audit of Gaelic skills and training needs through the life of each plan.

Induction

Knowledge of the public authority's Gaelic language plan included in new staff inductions

Language training

Gaelic language skills training and development offered to staff, particularly

Trèanadh le Fiosrachadh mun Ghàidhlig

Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a’ conaltradh leis a’ mhòr-shluagh.

Fastadh

A’ toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.

Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.

Sanasan-obrach dà-chànanach no sa

Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.

Corpas na Gàidhlig

Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach

Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.

Ainmean-àite

Iarrar stiùireadh bho Ainmean-Àite na h-Alba agus cumar ris an stiùireadh sin.

Nòtaichean:

Airson barrachd fiosrachaidh, cuir fios gu: Gaelic@moray.gov.uk

in relation to implementing the public authority’s Gaelic language plan.

Awareness training

Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.

Recruitment

Recognising and respecting Gaelic skills within the recruitment process.

Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.

Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.

Gaelic Language Corpus

Gaelic Orthographic Conventions

The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.

Place names

Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.

Notes:

For further information contact: Gaelic@moray.gov.uk

Pàipearan-taice E: Targaidean sa Phlana Obrach

Buidheann Chorporra na Gàidhlig

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
1	Cùm suil air agus nochd ceannardas leis a’ phlana le bhith a’ greimeachadh air cothroman gus Gàidhlig a bhrosnachadh.	Adhartas agus susbaint Gàidhlig chunbhalach taobh a-staigh obair na Chomhairle. Lèirmheasan 6 mìosan air an cur air dòigh agus molaidhean air an dèanamh.	4 coinneamhan air an cumail sa bhliadhna le ìrean frithealaidh de 80% thar gach seirbheis. Thèid siostam aithris ràitheil a stèidheachadh gus am bi Ceannardan Seirbheis fa-leth ag aithris na gnìomhan aca. Thèid fiosrachadh ath-sgrùdadh gach 6 mìosan leis an Sgioba-stiùiridh Chorporra Leudaichte. Obraichidh sinn le dà sheirbheis eadar-dhealaichte gach bliadhna gus fòcas a chur air àrdachadh faicsinneachd na Gàidhlig san roinn aca.	2025-2030 Tron dàrna eagraan den phlana air fad.	Leas Àrd-oifigeir
2	Cruthaich is cùm suas duilleag le fiosrachaidh is cothroman a thaobh na Gàidhlig air làrach-lìn na Comhairle.	Ìre mothachaidh is cleachdaidh nas àirde den duilleig Ghàidhlig	Duilleag air ath-nuadhachadh Dàta bun-loidhne air cruinneachadh. Àrdachadh 10% gach bliadhna san trafaig air an duilleig-lìn Ghàidhlig.	Am Màrt 2025 Am Faoilleach 2026 Gach bliadhna 2027-2030	PR Buidheann Ghàidhlig Chorporra
3	Brosnaichidh sinn agus sgapaidh sinn puist air na meadhanan sòisealta bho Chom-pàirtichean Gàidhlig Mhoireibh tro chunntasan oifigeil na Comhairle agus nì sinn cinnteach sinn gun tèid brathan air na meadhanan sòisealta mu ghnòthaichean Gàidhlig a chur a-mach anns an dà chànan	Thèid a h-uile post air na meadhanan sòisealta co-cheangailte ris a’ Ghàidhlig a sgaoileadh gu dà-chànanach.	8 postaichean sa bhliadhna aig a’ char as lugha Meudaich ruigsinneachd chuibheasach nam post gus com-pàirteachadh luchd-amais a thomhas.	2025 agus tron dàrna eagraan den phlana air fad	PR

Appendix E: Work plan targets

Corporate Gaelic Group

Action	We will	Success Measure	Target	Timescale	Lead
1	Monitor and show leadership over the plan grasping opportunities to promote Gaelic.	Consistent Gaelic progress and content within Council operations. 6 monthly reviews in place and recommendations made.	4 meetings per year held with 80% attendance levels across all services. A quarterly reporting system will be set up for respective Heads of Service to report back on their actions. Information will be reviewed on a 6 monthly basis by the Extended Corporate Management Team Each year we will work with two different services to focus on increasing Gaelic visibility within their department.	2025-2030 Throughout the second edition of the plan	Depute CEO
2	Develop and maintain a Gaelic information and opportunities page on the Councils website.	Increased awareness and use of the Gaelic page	Page refreshed Baseline data collected 10% year on year increase in traffic to the Gaelic web page.	March 2025 Jan 2026 2027-2030 Annually	PR Corporate Gaelic Group
3	Promote and share social media posts from Moray Gaelic Partners via the Council’s official accounts and ensure social media messaging regarding Gaelic initiatives are issued bilingually.	All Gaelic related social media posts are issued bilingually.	8 posts per year minimum Increase the average reach of posts to quantify audience engagement.	2025 and throughout the second edition of the plan	PR

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
4	Dèan sgrùdadh air prìomh phròiseasan agus comharraichidh sinn far an gabhadh Gàidhlig a thoirt a-steach do sgrìobhainnean poblach.	Cleachdaidh a h-uile roinn an Aithris Co-ionannachd ùraichte, beachdachaidh iad air prìomh sgrìobhainnean airson eadar-theangachadh. Eadar-theangachaidhean a libhrigeadh taobh a-staigh nam buidseatan a th’ ann mar-thà agus air an gabhail a-steach sna buidseatan sin.	Thoir cuireadh do buidheann de luchd-obrach le Gàidhlig agus luchd-uidh eile a bhith mar bhuidheann comhairleachaidh gus comharrachadh de na pàipearan aig am biodh prìomhachas airson eadar-theangachadh. A’ bhuidheann chomhairleachaidh gu bhith a’ coimhead air 25% de na h-eadar-theangachaidhean airson dearbhadh càileachd.	Ron Dùbhlachd 2025	Leas Àrd-oifigeir
5	Tha fòcas ann an eagra 2 air leasachadh a thoirt air na h-amasan seirbheis corporra a tha am Bòrd air a thoirt seachad, agus mar sin a’ toirt fàs air gach taobh den t-solar (eàrr-ràdh D)	1. Bidh na seirbheisean is goireasan Gàidhlig uile a’ nochdadh spèis cho-ionann dhan Ghàidhlig agus dhan Bheurla. 2. A bhith a’ tabhann seirbheis Ghàidhlig sam bith a tha air a thoirt seachad gu gnìomhach 3. A bhith ag àbhaisteachadh solar Gàidhlig thar ùine 4. Gus suaicheantas corporra a dhèanamh dà-chànanach nuair a thathar a’ dèanamh ath-bhrannndadh 5. Gus Gàidhlig a ghabhail a-steach ann an seirbheisean fàilteachaidh is fòn 6. Gàidhlig a thabhainn aig coinneamhan poblach agus seirbheisean Gàidhlig a sholarachadh far a bheil iarrtas ann 7. Sgrùdadh air an taobh a-staigh a dhèanamh gus togail air comas Gàidhlig agus feumalachdan trèanaidh airson Gàidhlig agus mothachadh air a’ Ghàidhlig	1. Far a bheil na seirbheisean Gàidhlig ann, bidh iad a’ nochdadh spèis cho-ionann dhan Ghàidhlig agus dhan Bheurla. 2. Thèid na seirbheisean Gàidhlig a bhrosnachadh is a thabhann gu gnìomhach 3. Beachdaichidh luchd-obrach air feumalachdan Gàidhlig daonnan ann an cleachdadh 4. Nithear ath-bhrannndadh dà-chànanach air an t-suaicheantas corporra didseatach 5. Bidh a’ Ghàidhlig ri faighinn ann an seirbheisean fàilteachaidh agus fòn 6. Bidh Gàidhlig ri faighinn aig coinneamhan poblach agus thèid seirbheisean Gàidhlig a thoirt seachad far a bheil iarrtas ann 7. Nithear aithisg sgrùdadh gus togail air comasan Gàidhlig agus feumalachdan trèanaidh airson Gàidhlig agus mothachadh air a’ Ghàidhlig.	1. Ron Fhaoilleach 2025 2. Ron Ògmhios 2025 3. Ron Ògmhios 2026 4. Ron Lùnastal 2025 5. Ron Fhaoilleach 2026 6. Ron Fhaoilleach 2027 7. Ron Iuchar 2029	1. Buidheann Ghàidhlig Chorporra 2. Buidheann Ghàidhlig Chorporra 3. Manaidsearan 4. PR 5. Leasachadh na Buidhne 6. Manaidsearan 7. CLDO/ Leasachadh Luchd-obrach

Action	We will	Success Measure	Target	Timescale	Lead
4	Audit Services core processes and identify where Gaelic can be introduced into public documents.	All departments use the refreshed Equalities Statement and consider key documents for translation. Translations delivered within existing budgets and incorporated.	Invite Gaelic speaking staff and other stakeholders to act as a reference group to identify priority documents for translation. Reference group to sense check 25% of translations for accuracy.	By December 2025	Depute CEO
5	Focus on in edition 2 to develop the corporate service aims provided by the Bòrd thus growing all aspects of provision (appendix D)	1. Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English. 2. To actively offer any Gaelic services provided 3. To normalise Gaelic provision over time 4. To render the corporate logo bilingual when re-branding 5. To include Gaelic in reception and phone services 6. To offer Gaelic at public meetings and provide Gaelic services where there is a request 7. To undertake a new internal audit to build on Gaelic capacity and training needs for Gaelic language and Gaelic awareness within the life-span of edition two.”	1. Where Gaelic services are provided, they will demonstrate equal respect for Gaelic and English 2. Gaelic services will be actively offered and provided 3. Staff will automatically consider Gaelic needs in practice 4. The digital corporate logo will have bilingual re-branding 5. Gaelic will be available in reception and phone services 6. Gaelic will be made available at public meetings and Gaelic services provided where there is a request 7. A new internal audit report to build on Gaelic capacity and training needs for Gaelic language and Gaelic awareness will be produced.	1. By January 2025 2. By June 2025 3. By June 2026 4. By August 2025 5. By January 2026 6. By January 2027 7. By July 2029	1. Corporate Gaelic Group 2. Employee Development who??? 3. Managers 4. PR Check 5. Organisational Development 6. Managers 7. CLDO/ Employee Development

Luchd-Obrach na Comhairle

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
6	Dèan pileat air seiseanan tòiseachaidh Gàidhlig air-loidhne le ùghdarras ionadail ann an com-pàirteachas agus measaidh is sgapaidh sinn na toraidhean.	Bidh 20% den luchd-obrach a ghabhas pàirt ann an seiseanan a’ gluasad air adhart do chothroman ionnsachaidh a bharrachd.	Gheibh 10 luchd-obrach a’ cleachdadh a’ chothrom trèanaidh	Am Màrt 2025	Oifigear CLD is com-pàirtiche ann an Ùghdarrais Ionadail eile
7	Brosnaich seiseanan còmhraidh Srùpag gach mìos airson luchd-obrach agus airson na Coimhearsnachd san fharsaingeachd	Bidh com-pàirtichean a’ dèanamh ceangal ri clasaichean eile ann am Moireibh. Daoine aig a bheil Gàidhlig bho thùs an làthair	12 sheisean air a libhrigeadh gach bliadhna	2025 agus fad beatha a’ phlana	Oifigear CLD
8	Brosnaich luchd-obrach na Comhairle aig a bheil, no a tha ag ionnsachadh, na Gàidhlig gus na sgilean Gàidhlig aca a chomharrachadh air an eàrr-ràdh puist-d aca	Bidh manaidsearan a’ brosnachadh luchd-obrach gus sgilean fhoillseachadh. Barrachd faicsinneachd aig fìor sgilean Gàidhlig air feadh na comhairle. Tha tuigse nas fheàrr aig a’ chomhairle agus aig a’ phoball air luchd-obrach aig a bheil misneachd a bhith a’ conaltradh sa Ghàidhlig.	Bun-loidhne air a stèidheachadh le àireamh nan roinnean le luchd-obrach a tha a’ cleachdadh an ainm-sgrìobhte a chaidh a chomharrachadh. Cuir ris an àireamh de roinnean far a bheil co-dhiù aon neach-obrach a’ cleachdadh an ainm-sgrìobhte	Am Màrt 2026 An t-Ògmhios 2028	CMT/SMT
9	Thoir còmhla luchd-labhairt le diofar ìrean fileantachd gach bliadhna gus cothroman a bhrosnachadh cleachdadh na Gàidhlig a phiobrachadh agus ùidh ann am fòram Gàidhlig a thomhas.	Feumalachdan air an comharrachadh airson leasachadh san àm ri teachd. Thathar air togail air ùidh an luchd-obrach airson barrachd choinneamhan gus coimhearsnachd Ghàidhlig luchd-obrach a thogail.	Coinneamh bhliadhnail air-loidhne do luchd-obrach air a libhrigeadh	Bliadhna 2, 2026 agus gach bliadhna às dèidh sin	Leasachadh na Buidhne Obair-leasachaidh
10	Cùm sùil air iarrtasan Gàidhlig sam bith tron fhoirm cho-ionannachd ùraichte, ag aithris gach bliadhna do Bhòrd na Gàidhlig.	Gus tuigse shoilleir a bhith agad air na feumalachdan a thathar ag iarraidh.	Gum bi 100% de dh’iarrtasan air an cruinneachadh agus air an clàradh le fiosrachadh air a chur dhan ion-bhogsa Ghàidhlig choitcheann Gaelic@moray.gov.uk agus air an aithris dhan Bhuidhinn Chorpóra.	Bhon Fhaoilleach 2026	Oifigear Cho-ionannachdan CLDO

Council Staff

Action	We will	Success Measure	Target	Timescale	Lead
6	Pilot an online Gaelic introduction sessions with a partner local authority and evaluate and share findings	20% of staff who take part in sessions move on to further learning opportunities.	10 staff access the training opportunity	March 2025	CLD Officer & Local Authority partner
7	Promote a monthly Strupag conversation session for staff and the wider community	Participants link in with other Moray classes. Native speakers attend.	12 sessions delivered per year	2025 and though-out the lifetime of the plan	CLD Officer
8	Encourage Council staff who are Gaelic speakers or learners to highlight their Gaelic skills on their email signature	Managers encourage staff to declare skills. Greater visibility of actual Gaelic skills across Council. Council and public have a better understanding of staff who are confident to communicate in Gaelic.	Baseline established on the number of departments with staff using the signature identified. Increase the number of departments with at least one member of staff using the signature	March 2026 June 2028	CMT/SMT
9	Bring together Gaelic speakers with different levels of fluency annually to encourage opportunities to stimulate Gaelic use and ascertain interest in a Gaelic forum. (linked to Action 2)	Needs identified for future development. Staff interest in future meetings acted on to build a staff Gaelic community.	Annual staff on-line meeting delivered	Year 2, 2026 and annually thereafter	Organisational Development
10	Monitor any Gaelic requests via the updated equalities form, reporting annually to Bòrd na Gàidhlig.	To have a clear understanding of the needs requested.	100% of requests collated with information copied to the generic Gaelic inbox Gaelic@moray.gov.uk and reported to the Corporate Group	From January 2026	Equalities Officer CLDO

Comhairlichean

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
11	Cruthaich dreuchd mar phrìomh chomhairliche Gàidhlig fad rèis an dàrna plana a chumas ceangal ris a’ phoball, ri Oifigearan na Comhairle agus ris an Oifigear CLD.	Bidh an comhairliche a’ frithealadh choinneamhan ùrachaidh le CLDO agus a’ freagairt /a’ cur air adhart litrichean Gàidhlig sam bith.	Fastaich prìomh neach-thaghte airson na Gàidhlig.	2025	CLDO
12	Libhrig còmhradh gach bliadhna gus fios a thoirt do chomhairlichean mun dleastanas reachdail agus mu ùrachadh sam bith do Phlana Gàidhlig Mhoireibh.	Bidh am prìomh ball taghte a’ cumail seisean neo-fhoirmeil bliadhnail mus dèanar aithris foirmeil air adhartas.	1 coinneamh shònraichte air a libhrigeadh.	Bliadhna 1, An t-Ògmhios 2025, agus gach bliadhna às dèidh sin	Leas Àrd-oifigear/ CLDO/Eòlaiche Gàidhlig
13	Cuir ris a’ Bhuidhinn Chorporra ann a bhith a’ toirt seachad aithisg adhartais bliadhnail air a’ Phlana.	Barrachd tuigse aig na ball air buntainneas na Gàidhlig ann am Moireibh.	Aithisg comataidh bhliadhnail le taic bhon phrìomh bhall taghte.	Bliadhna 1- 5 agus gach bliadhna às dèidh sin san Lùnastal	Leas Àrd-oifigear / CLDO

Nì Lichd a’ Phlana Ghàidhlig

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
14	Thòir còmhla luchd nam planaichean gach bliadhna airson seisean coitcheann a’ sealltainn air Moireibh gus cothroman a lorg; ionnsachadh bho chàch a chèile agus a’ planadh còmhla.	Meudachadh ann an co-obrachadh le chom-pàirtichean ann an diofar roinnean/iomairtean comhairle	Thèid aon choinneimh a chumail airson Luchd a’ Phlana Ghàidhlig gach bliadhna rè seachdain na Gàidhlig.	Tachartas bliadhnail gach bliadhna 2025-2030	CLDO

Councillors

Action	We will	Success Measure	Target	Timescale	Lead
11	Create a Gaelic Champion Councillor role for the duration of edition 2 of the Gaelic Plan who will liaise with the public, Council Officers and CLD Officer.	Councillor attends updates with CLDO and responds / signposts any Gaelic correspondence. Councillor raises any Gaelic opportunities within role	Recruit at least one Champion.	2025	CLDO
12	Deliver an annual Gaelic conversation to inform councillors of the statutory duty and any updates to the Moray Gaelic Plan.	Elected member champions host an annual informal session prior to formal reporting of progress.	1 dedicated meeting delivered.	Year 1 July 2025 and annually thereafter	Depute Chief Executive Officer/CLDO/ Gaelic Specialist
13	Contribute to the Corporate Group in providing annual progress report on Plan.	Increased member understanding of the relevance of Gaelic in Moray.	Annual committee report with Champion input.	Years 1-5 annually in August	Depute Chief Executive Officer/CLDO

Gaelic Plan Holders

Action	We will	Success Measure	Target	Timescale	Lead
14	Bring together plan owners for a Moray focussed sharing session to learn from each other and jointly plan.	Increase in collaboration of partners with council departments/initiatives	One Annual Gaelic Plan Holders meeting held during Seachdain na Gàidhlig week	Annual event every year 2025-2030	CLDO

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
15	A’ tabhann chùrsaichean le teisteanas ann am Foghlam Gàidhlig aig an Ìre as Àirde (ÀS4-ÀS6) agus a’ cur seo an gnìomh mean air mhean thar nan Àrd-sgoiltean air fad ann an ÀS1-3 nuair a bhios comas-lìbhrigidh ann gus ùidh a chruthachadh ann a bhith a’ tabhann Gàidhlig mar roghainn L3	Tha Gàidhlig ga tabhann mar L3 ann am barrachd de na bun-sgoiltean againn le tairgse ann an 20% dhiubh ro bhliadhna 5. Tha bun-stèidh ga stèidheachadh air an gabh togail airson a bhith a’ cruthachadh tairgse Gàidhlig thar nan àrd-sgoiltean Tha fiosrachadh air a thoirt do sgoilearan agus pàrantan mun Ghàidhlig san àrd-sgoil gus an tairgse a bhrosnachadh	Bliadhna 1: 3 aonadan Tràth-ionnsachadh is Cùram-chloinne is bun-sgoiltean a’ tabhann Gàidhlig mar L3 (Dalais, Newmill agus Botriphnie) Bliadhna 2 agus na bliadhnaichean às dèidh sin: 3 bun-sgoiltean/suidheachadh Tràth-ionnsachadh is Cùram-chloinne a bharrachd a’ ruith phròiseactan Gàidhlig gach bliadhna mar phàirt de chànanan, eachdraidh agus cultar na h-Alba Bliadhna 2: Aon àrd-sgoil a’ tabhann Gàidhlig mar roghainn L3 (e-Sgoil).	Ro dheireadh na bliadhna sgoile 2024/25 Tha tairgse Ghàidhlig aig 20% de bhun-sgoiltean ro 2030 Ro dheireadh na bliadhna sgoile 2025/26	Prìomh Oifigear Foghlaim agus Ceannardan Bun-sgoile Prìomh Oifigear Foghlaim agus Ceannardan Bun-sgoile Prìomh Oifigear Foghlaim agus Prìomh Thidsear(an) Nua-chànanan
16	Cuir suirbhidh Mhoireibh a-mach gu pàrantan/luchd-cùraim, luchd-teagaisg, luchd-taic sgoilearan, luchd-taic leabharlannan agus luchd-obrach spòrs gus faighinn a-mach dè an ìre de dh’ùidh a th’ ann an solar tràth-bhliadhnaichean Gàidhlig agus foghlam Gàidhlig (do luchd-ionnsachaidh agus foghlam tro mheadhan na Gàidhlig) agus gabh gnìomhan stèidhichte air na toraidhean.	Tha fios againn dè an ìre de dh’ùidh a th’ ann am foghlam tràth-bhliadhnaichean Gàidhlig, foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh na Gàidhlig Suirbhidh air a thoirt a-mach, air a chur a-steach agus air a sgrùdadh	Cuiridh sinn an t-suirbhidh a-mach ro dheireadh na bliadhna sgoile 2024/25 agus co-roinnidh sinn i le luchd-ùidh a’ gabhail a-steach BnG	Ro dheireadh na bliadhna sgoile 2024/25 agus an uair sin dà thuras sa bhliadhna	Education Lead Officer
17	Brosnaich Slighean-adhartais Nuadh-chànanan Mhoireibh agus Caidreachas a’ Chinn a Tuath, a tha a’ gabhail a-steach slighean-adhartais Gàidhlig agus cuir sgrùdaidhean cùise ris an duilleig-lìn seo	Tha ceannardan-sgoile agus luchd-obrach na sgoile mothachail air seo mar phàirt de shlighean-adhartais nuadh-chànanan	Brosnaichidh sinn seo tron Phàipear-ullachaidh Foghlaim gach teirm. Tha sgrùdadh cùise air a chur ri duilleag-lìn an fhoghlaim Ghàidhlig Bidh aon àrd-sgoil a’ tabhann Gàidhlig mar L3	Ro dheireadh na bliadhna sgoile 2024/25 Ro dheireadh na bliadhna sgoile 2025/26	Prìomh Oifigear Foghlaim

Action	We will	Success Measure	Target	Timescale	Lead
15	Offer certificate courses in Gaelic Education in the Senior Phase S4-S6 and progressively implement this across all Secondary Schools in S1-3 as capacity allows to create an interest in offering Gaelic as an L3 option	Gaelic is offered at L3 across more of our primary schools with 20% having an offer by year 5. A foundation is established to build on developing Gaelic offering across secondary schools Information is provided to pupils and parents on Gaelic in secondary to promote the offer	Year 1: 3 ELCs and primary schools offering Gaelic as an L3 (Dallas, Newmill and Botriphnie) Year 2 and subsequent years: 3 additional primary schools/ ELC settings run Gaelic projects each year in Scottish languages, history and culture Year 2: One secondary school offers Gaelic as an L3 option (e-Sgoil).	By the end of school year 2024/25 20% of primary schools have had a Gaelic offer by 2030 By the end of school year 2025/26	Education Lead Officer and Primary Headteachers Education Lead Officer and Primary Headteachers Education Lead Officer and Principal Teacher(s) of Modern Languages
16	Issue a Moray survey to parents/carers, teachers, pupil support assistants, library assistants and sports staff to ascertain interest in Gaelic early years provision and Gaelic education (learner and Gaelic-medium) and act on the findings	We know the interest in Gaelic early years, Gaelic medium and Gaelic learner education Survey issued, returned and analysed	We will issue the survey by the end of school year 2024/25 and share with stakeholders including BnG	By the end of school year 2024/25 and then bi-annually Education Lead Officer	Education Lead Officer
17	Promote Gaelic and Northern Alliance Modern Languages Progressions which include Gaelic progressions and add case-studies to this webpage	Head teachers and school staff are aware of as part of the Modern Languages progressions	We will promote this v the Education Briefing each term. A case study is added to the Gaelic education webpage One secondary will offer Gaelic as L3	By end of school year 2024/25 By the end of school year 2025/26	Education Lead Officer

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
18	Ionnsachadh proifeiseanta ann an teagasg na Gàidhlig a thabhann gus comas-libhrigidh a thogail taobh a-staigh Foghlam Mhoireibh agus gus luchd-obrach a bhrosnachadh gus cur a-steach airson tabhartasan gus na cothroman sin a mhaoineachadh	Bidh barrachd luchd-obrach ann an Tràth-ionnsachadh is Cùram-chloinne/sa bun-sgoil agus àrd-sgoil mothachail air cothroman Ionnsachaidh Proifeiseanta Gàidhlig agus thig fàs air com-pàirteachadh gach bliadhna. Bidh fios aig tidsearan a tha ùr-cheumnaichte air solar foghlam Gàidhlig ann am Moireibh tro Ùrachadh air cothroman Leasachadh is Ceannais proifeiseanta tron phròiseas inntrigidh.	Dèan sanasachd airson co-dhiù aon chothrom ionnsachadh proifeiseanta Gàidhlig do luchd-obrach ann am Moireibh gach bliadhna Bidh 1 neach-obrach bho gach Buidheann-sgoiltean Co-cheangailte air a bhith an làthair Bidh 1 neach-obrach bho gach àrd-sgoil air a bhith an làthair Bidh 1 neach-obrach bho gach bun-sgoil air a bhith an làthair Bidh 1 neach-obrach bho gach Suidheachadh Tràth-ionnsachadh is Cùram-chloinne air a bhith an làthair	2024/25 agus gach bliadhna às dèidh sin 2025/26 agus gach bliadhna às dèidh sin 2025/26 2026/27 2027/28	Prìomh Oifigear Foghlaim agus luchd-obrach le ùidh
19	Ùraich duilleag-lìn Foghlam Comhairle Mhoireibh gus am bi fiosrachadh mu Foghlam Gàidhlig nas ruigsinniche do phàrantan/ luchd-cùraim Mhoireibh	Gus fiosrachadh mu Foghlam Gàidhlig a dhèanamh nas ruigsinniche do phàrantan/luchd-cùraim	Thèid duilleag-lìn Foghlaim Comhairle Mhoireibh ùrachadh agus thèid seo fhiosrachadh le fios air ais bho luchd-ùidh.	Ron Fhaoilleach 2025	Prìomh Oifigear Foghlaim
20	Dèan conaltradh le Ùghdarrasan Ionadail agus buidhnean eile gus faicinn far am faigh sinn taic ann a bhith a’ tabhann Foghlam Gàidhlig gus feumalachdan a choileanadh.	Barrachd comas-libhrigidh ann tro obair com-pàirteachais le ùghdarrasan ionadail agus buidhnean eile gus solar a thabhann	Coimhead air roghainnean le ùghdarrasan ionadail agus buidhnean faisg air làimh gus feumalachdan Gàidhlig a choileanadh	Ron Mhàrt 2025 agus leantainneach	Prìomh Oifigear Foghlaim

Action	We will	Success Measure	Target	Timescale	Lead
18	Offer professional learning in Gaelic language teaching to build capacity within Moray Education and encourage staff to apply for grants to fund these opportunities	More Staff in ELC/primary and secondary will be aware of Gaelic PL opportunities and participation will increase each year. NQTs will know about the provision of Gaelic education in Moray n PLL Update through the induction process	Advertise at least one Gaelic professional learning (PL) opportunities to Moray colleagues per year 1 member of staff from each ASG will have attended 1 member of staff from each secondary will have attended 1 member of staff from each primary will have attended 1 member of staff from each Council ELC setting will have attended	2024/25 and each year thereafter 2025/26 and each year thereafter 2025/26 2026/27 2027/28	Education Lead Officer and interested staff
19	Update our Moray Council Education web-page to make information on Gaelic Education more accessible to Moray parents/carers	To make information about Gaelic Education more accessible to parents/carers	Moray Council Education webpage will be updated and informed through stakeholder feedback.	By January 2025	Education Lead Officer
20	Liaise with other Local Authorities and organisations to see where we can be supported in offering Gaelic Education to meet needs	Increased capacity available by partnership work with other local authorities and organisations to offer provision	Explore options with neighbouring local authorities and organisations to meet Gaelic needs	By March 2025 and ongoing	Education Lead Officer

Bun-Structair

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
21	Coimhead air mar a ghabhas soidhnichean Gàidhlig a thoirt a-steach ann an sgoiltean ùra is ùraichte gus feumalachdan nan coimhearsnachdan ionadail a choileanadh.	Thèid soidhnichean Gàidhlig a cur ann an togalaichean ùra no ath-leasaichte.	Nuair a thèid solar a leasachadh no ùrachadh, gheibh coimhearsnachdan fiosrachadh mu ainmean-àite agus cultar gus co-dhùnaidhean fiosraichte a dhèanamh.	Coimheadaidh co-chomhairlean air feumalachdan shoidhnichean ann an sgoilean ùra a tha gu bhith air an togail (Àrd-sgoil Eilginn gu bhith crìochnaichte ann an 2026 agus Acadamaidh Fharrais tràth ann an 2028) no leasachaidhean mòra (air am Planadh thairis air an ath 10 bliadhna le dùil gun tèid BS Chuileann a chrìochnachadh an-toiseach an 2025/26) air feumalachdan a thaobh na Gàidhlig.	Manaidsear na h-oighreachd Ionnsachaidh

Infrastructure

Action	We will	Success Measure	Target	Timescale	Lead
21	Address how Gaelic signage can be incorporated into new and refurbished schools to meet the needs of local communities as they progress.	New or refurbished buildings will have Gaelic signage built in.	As provision is developed or refurbished, communities will receive place name and cultural information to make informed choices.	Consultation on new build school (Elgin HS complete 2026 and Forres Academy early 2028) or major refurbishments (planned over the next 10 years with Cullen PS first planned for completion in 2025/26) signage needs will consider Gaelic language requirements.	Learning Estate Manager

Seirbheis Leabharlann is Dualchais

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
22	Gluais na goireasan Gàidhlig againn timcheall air na leabharlannan as motha againn. Nì sinn sanasachd airson a’ chruinneachaidh nuair a bhios e anns gach àite ùr agus ùraich agus ath-nuadhaich e a rèir iarrtas mar a bhios iomchaidh.	Cuir ris an àireamh de luchd-còmhnaidh a gheibh cothrom air a’ chruinneachadh Ghàidhlig. Barrachd iarrtasan airson stuthan sa Ghàidhlig.	Gluasad gach 6 mìosan Stuthan sanasachd air an ùrachadh	Air cuairtean 6 mìosan bho 2025	Prìomh Leabharlannaiche
23	Cruthaich is broснаich gnìomhachd Ghàidhlig mar phàirt de phrògram seirbheis leabhartainn bliadhnail airson Seachdain Leabhraichean na h-Alba (An t-Samhain) Bidh co-dhiù aon tachartas Gàidhlig againn agus nì sinn stuthan sanasachd agus brosnachaidh san dà chànan.	Cuir ri ùidh san tachartas (Bun-loidhne de 8) Molaidhean bho chom-pàirtichean air tachartasan san àm ri teachd.	An tairgse Ghàidhlig againn taobh a-staigh prògram nan leabharlannan. Stuth sanasachd dà-chànanach air a dhèanamh. Susbaint sna meadhanan sòisealta.	2025, Bliadhna 1 agus gu cunbhalach às dèidh sin	Prìomh Leabharlannaiche
24	Cuir pròiseact ri chèile gus iomhaighean de Dhualchas Gàidhlig Mhoireibh a chruinneachadh gu gnìomhach gus stòr-dàta a chruthachadh agus co-roinn seo le Canmore.	Chaidh susbaint mu Ghàidhlig ann am Moireibh a thoirt a-steach dhan chruinneachadh agus a bhrosnachadh leis nach eil susbaint Ghàidhlig san Ionad Dualchais an-dràsta	Libhrig pròiseact co-cheangailte ri dealbhan Gàidhlig Brosnaich “Gaelic Place names of Moray” le Iain Mac an Tàilleir. Libhrig pàipear Doraig agus Gàidhlig a sheallas sineirgidhean eadar na cànanan.	2025 2025 Samhradh 2026	CLDO is Eòlaichean Oifigear Dualchais Eòlaichean CLDO is Com-pàirtichean

Library and Heritage Service

Action	We will	Success Measure	Target	Timescale	Lead
22	Rotate our Gaelic resources around our larger libraries. We will publicise the collection as and when in each new location and refresh and renew based on demand as appropriate.	Increase number of residents accessing the Gaelic collection. Increase requests for Gaelic materials.	Rotation every 6 months Refreshed publicity materials	6 monthly cycles from 2025	Principal Librarian
23	Develop and promote Gaelic activity as part of the annual library services programme for Book Week Scotland (November). We will feature at least one Gaelic event and will produce publicity and promotional material bilingually.	Increase interest in the event (Baseline of 8) Suggestions from participants on future events.	Gaelic offer within the library programme. Bi-lingual promotional material produced. Social media coverage.	2025 Year 1 and consistently thereafter	Principal Librarian
24	Develop awareness to actively collect images of Morays Gaelic Heritage to build a database and share with Canmore.	Moray Gaelic content introduced to the collection and promoted as there is currently no Gaelic materials within the Heritage Centre	Deliver a Gaelic images project Promote “Gaelic Place names of Moray” by Iain Mac an Tàilleir Deliver a Doric and Gaelic paper to show synergies between the languages	2025 2025 Summer 2026	CLDO & specialists Heritage Officer CLDO Specialists & Partners

Ionnsachadh is Leasachadh Coimhearsnachd

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
25	Cùm oirnn a’ toirt sheirbheisean do Bhuidheann Chorporra na Gàidhlig, maoineachadh air an taobh a-muigh iarraidh agus a bhith ag aithris air gnìomhan agus rianachd a dhèanamh air maoineachadh	Prìomhachas air làthaireachd aig coinneamhan Gàidhlig (geàrr-chunntasan); Iarrtasan maoineachaidh soirbheachail gus feumalachdan Gàidhlig a choileanadh.	A bhith an làthair aig 4 coinneamhan buidheann chorporra na Gàidhlig; Dèan iarrtas do GhLAIF agus tobraichean maoineachaidh eile air an taobh a-muigh airson taic airson gnìomhan; cùm taic ri Buidheann Ghàidhlig Mhoireibh gus iarrtas a dhèanamh airson maoineachadh bhon taobh a-muigh agus gus comas-libhrigidh a thogail.	4 coinneamhan sa bhliadhna tro bheatha a’ phlana aig a’ char as lugha Iarrtasan air an dèanamh nuair a dh’fhosglas na maoinean	CLDO
26	Tog air na seiseanan “Exploring Gaelic” dhan luchd-obrach agus do bhuidhnean-coimhearsnachd agus thoir taic do phrògram luchd-labhairt gus fòcas a chur air a’ Ghàidhlig agus a cultar.	Barrachd iomadachd anns na daoine a bhios an làthair	3 seiseanan air an libhrigeadh air diofar chuspairean	Earrach, Samhradh agus Foghar gach bliadhna.	CLDO agus Buidheann Ghàidhlig Mhoireibh
27	Cùm agus thoir taic do bhuidheann Srùpag gach mìos gus cur ri cothroman gus an cànan a chleachdadh agus gus ionnsachaidh agus luchd-obrach ùr a bhrosnachadh gus tighinn a-steach do choimhearsnachd na Gàidhlig.	Coinneamhan a’ tachairt. Bidh luchd-ionnsachaidh a’ cur am beachdan a-steach agus a’ leasachadh an t-solair.	12 sheisean gach bliadhna	Coinneamhan miosail fad beatha a’ Phlana	CLDO Fileantach
28	Lorg cothroman gus am foillseachadh “Gaelic Placenames of Moray” a chleachdadh gus cur ri a ruigsinneachd	Seisean trànaidh air a libhrigeadh do luchd-teagaisg agus roinnean aig a bheil ùidh. Beachdan leasachaidh air an sgrùdadh. Co-obrachadh ùr air a thogail le luchd-phlana agus sgoiltean	Bidh 50% de Bhuidhnean Sgoile Co-cheangailte (ASG) air an riochdachadh aig tràanadh. Obair leasachaidh air pròiseactan a’ tighinn a-mach às an t-seisean	2025 2026	CLDO

Community Learning and Development

Action	We will	Success Measure	Target	Timescale	Lead
25	Continue to service the Corporate Gaelic Group, apply for external funds and report on activity and manage funding.	Attendance prioritised for Gaelic meetings (minutes); Successful funding applications to meet Gaelic needs.	Attend 4 corporate Gaelic group meetings; Apply to GLAIF and other external funding for activity support; Support Moray Gaelic Group to apply for external monies and build capacity.	4 meetings minimum per annum of the plan 24 Applications made when funds open	CLDO
26	Build on the “Exploring Gaelic” sessions to staff and community groups and support an annual speaker’s programme to highlight Gaelic interest and culture.	Increased demographic range of participants attending	3 sessions delivered on different subjects	Spring, summer and Autumn per year.	CLDO and Moray Gaelic Group
27	Service and support a monthly Strupag group to enhance opportunities to use the language and encourage new learners and staff to the Gaelic community.	Meetings take place. Learners input ideas and develop provision.	12 sessions per year	Monthly meetings throughout the Plans lifespan	CLDO Fluent speaker
28	Seek opportunities to use the “Gaelic Place names of Moray” publication to maximise its reach	Training session delivered to teaching staff and interested departments. Potential development ideas explored. New collaboration developed with plan holders and schools	50% of Associated School Groups (ASG) will be represented at training. Development of projects arising from the session	2025 2026	CLDO
29	Develop a programme to promote World Gaelic Week building on the voices of Moray Gaelic speakers and learners.	Draw down external funding to enhance the programme of events and increase the number of participants in events.	Develop a programme for the Spring event based on input from speakers and learners.	24 Feb-2 March 2025 and annually thereafter.	CLDO

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
29	Cruthaich prògram gus Seachdain na Gàidhlig a bhrosnachadh a’ togail air guthan luchd-labhairt agus luchd-ionnsachaidh na Gàidhlig ann am Moireibh.	Tarraing sìos maoineachadh bhon taobh a-muigh gus am prògram thachartasan a leudachadh agus an àireamh de chom-pàirtichean ann an tachartasan àrdachadh.	Cruthaich prògram airson tachartas an Earraich stèidhichte air beachdan bho luchd-labhairt agus luchd-ionnsachaidh. Cuir a-steach airson maoineachadh bhon taobh a-muigh. Libhrig agus dèan measadh air na seiseanan.	24 Gearran - 2 Màrt 2025 agus gach bliadhna às dèidh sin.	CLDO
30	Brosnaich ionnsachadh Gàidhlig agus cothroman cultarach dhan sgioba-obrach CLD	5 cothroman air am brosnachadh gach bliadhna Susbaint Ghàidhlig ga thabhann aig an fhèis gach bliadhna	Sgaoil fios mu 5 cothroman tro chuairt-litrichean, lionraidhean sgìreil agus Sways aig Ionnsachadh is Leasachadh Coimhearsnachd. Libhrig cothroman Gàidhlig tro Learn North agus Fèisean a’ Gheamhraidh	Targaid bhliadhnail 2025-2030 An Dàmhair - Am Màrt gach bliadhna.	CLDO agus com-pàirtichean
31	Sir maoineachadh corporra agus bhon taobh a-muigh gus neach-obrach CLD le Gàidhlig fhaighinn, stèidhichte air feum ainmichte.	Buidseat agus airgead bhon taobh a-muigh air cur air dòigh gus pìleat a dhèanamh den dreuchd	Aithisg dhan Làn-chomhairle le fianais bho ghnìomhachd coimhearsnachd agus a’ sealltainn gu bheil feum air dreuchd. Iartras air a chur a-steach airson maoineachadh	2030	DCEO

Action	We will	Success Measure	Target	Timescale	Lead
30	Promote Gaelic learning and cultural opportunities to the CLD workforce	5 opportunities promoted annually	Apply for external funding.	Annual target 2025-2030 October – March each year.	CLDO and partners
31	Seek corporate and external funding to secure a Gaelic speaking CLD worker based on identified need	Gaelic content offered in each year’s festival.	Deliver and evaluate the sessions.	2030	DCEO

Fastadh HR

Gnìomh	FASTADH HR: Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
32	Atharraich am foirm sgrùdaidh airson dreuchdan bàna gus dèanamh cinnteach gum beachdaich oifigearan fastaidh air slatan-tomhais co-cheangailte ris a’ Ghàidhlig	Beachdaichidh roinnean air a’ Ghàidhlig nan dreuchdan agus mar stòras ann an seata sgilean luchd-obrach a dh’fhaodadh a bhith aig luchd-obrach ùra.	Sgrìobhainnean air atharrachadh gus feart a thoirt air sgilean Gàidhlig	Bhon Fhaoilleach 2025 agus leantainneach.	HR
33	Thoirt taic do, agus cur an comas, cothroman do luchd-obrach a bhith ag ionnsachadh na Gàidhlig agus dèan cinnteach gu bheil seo mar phàirt de dh’inntrigeadh luchd-obrach agus buill thaghte.	Modail inntrigidh air a chruthachadh mun Phlana agus dleastanasan dhan Ghàidhlig.	Susbaint airson luchd-inntrigidh air a chruthachadh.	Ron Lùnastal 2025 le lèirmheasan gach bliadhna.	Leasachadh na Buidhne agus com-pàirtichean Gàidhlig

HR Recruitment

Action	We will	Success Measure	Target	Timescale	Lead
32	Amend the Vacancy monitoring form to ensure recruiting officers consider Gaelic language criteria	Departments will consider Gaelic in their functions and as an asset in the skill set of potential employees.	Paperwork amended to reflect Gaelic skills	From January 2025 and ongoing.	HR
33	Support and enable opportunities for staff to learn Gaelic and include it in staff and elected member induction.	Induction module developed to introduce the Plan and responsibilities to Gaelic.	Induction input developed.	By August 2025 with reviews annually.	OD and Gaelic partners

Seirbheisean Àrainneachdail is Coimeirsealta

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
34	Thoir a-steach sanasan fàilte dà-chànanach anns na togalaichean poblach againn	Soidhnichean air an cur suas	Plana Conaltraidh air a chruthachadh le PR. Soidhnichean fàilteachaidh air a thoirt a-steach dhan a h-uile ionad-fàilte aig a’ Chomhairle.	An Lùnastal 2026	Ceannard Seirbheisean Àrainneachdail is Coimeirsealta
35	Thoir a-staigh soidhnichean Gàidhlig air an taobh a-muigh nuair a thig cothroman am bàrr	Soidhnichean Gàidhlig ùra air an toirt a-steach	Gàidhlig air a toirt a-steach far a bheil sin comasach nuair a thèid soidhnichean ùra a chur suas an àite seann shoidhnichean no nuair a thèid soidhnichean ùra a thoirt a-steach ann an togalaichean, sràidean, rathaidean, msaa.	2025-2030 (Nuair a nochdas cothroman)	Ceannard Seirbheisean Àrainneachdail is Coimeirsealta
36	Leanaidh pròiseact Ceàrnaidh Chultarail Aonta Fàs Mhoireibh poileasaidh corporra Comhairle Mhoireibh a thaobh soidhnichean nuair a thathar a’ togail ghoireasan ùra.	Soidhnichean air an cur suas	Thèid soidhnichean air Talla-baile Eilginn agus Loidse nan Granndach a dhealbhadh agus a chur an gnìomh a rèir poileasaidh Comhairle Mhoireibh .	Ceann-latha taisbeanach, tràth airson fosgladh nan goireasan: Talla– baile Eilginn - 2027 Loidse nan Granndach - 2028	Ceannard Fàs Eaconamach is Leasachaidh (cuideachd Prìomh Oifigear Cunntachail Pròiseact na Ceàrnaidh Cultarail)
37	Thèid obair com-pàirteachais a neartachadh eadar am pròiseact agus prìomh bhuidhnean leithid VisitScotland, Alba Chruthachail agus Àrainneachd Eachdraidheil Alba (buill bòrd a’ phròiseict)	Com-pàirtichean a tha a’ stiùireadh ghoireasan ann an sgìre Pàirc Cooper a’ comharrachadh chothroman gus a’ Ghàidhlig adhartachadh agus na cothroman sin a bhith air an deasbad aig bòrd a’ phròiseict	Co-obrachadh gus ionnsachadh a thoirt air adhart agus gus cothroman a chomharrachadh airson in-ghabhail ann an Log Gnìomh na Ceàrnaidh Cultaraich.	Tron ìre dealbhaidh is togail airson Talla-baile Eilginn agus Loidse nan Granndach (a-nis gu bhith ann gus 2028).	Ceannard Fàs Eaconamach is Leasachaidh (cuideachd Prìomh Oifigear Cunntachail Pròiseact na Ceàrnaidh Cultarail)

Environment and Commercial Services

Action	We will	Success Measure	Target	Timescale	Lead
34	Introduce internal, bilingual welcome signage in our public buildings	Signage in place	Welcome signage introduced to all Council receptions.	August 2026	Head of E&CS
35	Introduce external Gaelic signage as opportunities arise	New Gaelic signage introduced	Gaelic introduced where possible when signs are replaced or introduced in buildings, streets, roads, etc.	2025-2030 (As opportunities present)	Head of E&CS
36	Moray Growth Deal Cultural Quarter project will follow Moray Council corporate policy regarding the adoption of signage relating to the construction of new facilities.	Signage in place	Signage on Elgin Town Hall and Grant Lodge will be designed and implemented in line with Moray Council policy.	Early, indicative opening dates for the facilities: Elgin Town Hall – 2027 Grant Lodge – 2028	Head of Economic Growth and Development (also the Cultural Quarter Project Senior Responsible Officer)
37	Partnership working will be strengthened between the project and key agencies such as Visit Scotland, Creative Scotland and Historic Environment Scotland (Project Board members)	Partners managing facilities in the Cooper Park area identify opportunities for promoting Gaelic with these being discussed at the project board	Joint working to drive learning and identify opportunities for inclusion in the Cultural Quarter Action Log.	Throughout the design and construction phase for Elgin Town Hall and Grant Lodge (now to 2028)	Head of Economic Growth and Development (also the Cultural Quarter Project Senior Responsible Officer)

Gnìomh	Nì sinn na leanas:	Tomhas soirbheis	Targaid	Clàr-ama	Prìomh neach le uallach
38	Leis an tairgse chultarail a tha gu bhith ann co-cheangailte ri Loidse nan Granndach, nì sgioba a’ phròiseict measadh agus lorgaidh iad fianais air roghainnean airson amalachadh na Gàidhlig.	Toraidhean a gheibhear bho ghnìomhachd planaidh, le tachartasan co-cheangailte ris a’ Ghàidhlig air an clàradh agus air an amalachadh.	Soilleireachd air an tairgse chultarail co-cheangailte ri Loidse nan Granndach agus mar a tha gnìomhachd co-cheangailte ris a’ Ghàidhlig a’ freagairt air seo.	Mus fosgail Loidse nan Granndach ann an 2028	Ceannard Fàs Eaconamach is Leasachaidh (cuideachd Prìomh Oifigear Cunntachail Pròiseact na Ceàrnaidh Cultarail)

Action	We will	Success Measure	Target	Timescale	Lead
38	With the cultural offering associated with the Grant Lodge facility due to be developed, the project team will evaluate and evidence options for the integration of Gaelic in Grant Lodge	Outputs evidenced from planning activity, with Gaelic related events recorded and integrated.	Clarity on the cultural offering associated with Grant Lodge and how Gaelic related activity fits within this.	Prior to the opening of Grant Lodge 2028	Head of Economic Growth and Development (also the Cultural Quarter Project Senior Responsible Officer)

