

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2022-2023 ANNUAL RETURN FORM 2022-2023

Ainm na buidhne Organisation's name	Dumfries and Galloway Council
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Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball Communications from the Public	Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	0
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year? The Council have continued use social media to help promote Gaelic. The main outlet is through our dedicated Lifelong Learning page which has a reach of over 10,000 members, however we also post the same updates via Twitter which targets a different audience both locally and nationally. Social Media activity was increased during February 2023 in partnership with Gàidhlig Dumgal to support World Gaelic Week. Please refer to Appendix 1 for examples of this years' Social Media activity.	DGC Lifelong learning (16 posts) DGC Twitter (16 posts) Instagram (2)
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year? Internally, the Council have a Plain English policy and press releases aren't published in other languages.	0

<p>Luchd-obrach Staff</p>	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?</p> <p>Our Gaelic Language learning modules available were re-promoted to all staff and made more visible on our internal Council e-learning page.</p> <p>N.B – modules currently available:</p> <ul style="list-style-type: none"> • Self • Friends • Homes and routines • Hobbies • Food & Drink; festivals • Family • School • Animals. <p>A new e-learning system is to be launched in early 2024 for staff which will increase accessibility and functionality, with the potential to increase Gaelic related training and learning content.</p> <p>A small promotional piece on a learner who works with the Lifelong Learning Service is attached in the Appendix.</p>	<p>3 additional staff completed the available Gaelic learning modules</p>
	<p>Cia mheud dreuchd a th’ agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?</p>	<p>0</p>
	<p>Cia mheud neach-obrach a th’ agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p>	<p>31 (speakers) 25 (writers) 32 (readers)</p> <p>N.B information taken from staff skills audit as part of the development of the new Gaelic Language Plan</p>

<p>Foillseachaidhean Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà- chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p> <p>The new Council Plan 2023-2028 has now been translated and awaiting publication</p>	<p>1 – new Council Plan</p>
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p> <p>The audit of “welcome to D&G signs” was completed in late 2023 through our Roads Service. This identified 16 out of 25 signs which require to be replaced. The Plan is to design new signs in partnership with Gàidhlig Dumgal and replace outdated signs by the end of 2024. This will tie in with a new signage policy being developed by the Council and which is due to be finalised by the end of March 2024.</p>	<p>0</p>

Prìomhachasan a’ Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

Cleachdadh na Gaidhlig / Using Gaelic

Ciamar a tha a’ bhuidhinn a’ toirt fàs air cleachdadh na Gàidhlig?
How is the organisation increasing the use of Gaelic?

Our website includes the current Edition of our existing Plan (2022-2027).

We now have included a statement on our website which highlights that Communication is welcome in Gaelic.

The Youth Music Initiative within Education continues to introduce Gaelic to Primary 4 Children across the region. This ensures that each child will have an awareness of the Gaelic Language and will have learned basic phrases and songs by the time they leave Primary School. (Some videos of this project are in production but not available as of yet).

The Council has also developed a policy on the use of Gaelic on e-mail disclaimers, etc, and this was launched in June 2023. A translated disclaimer is available as follows:

Aithris-àichidh:

Tha am post-dealain seo, bho Chomhairle Dhùn Phris is Gall-ghàidhealaibh, agus gach uile faidhle a tha an cois, fo rùn, agus dìreach airson an neach neo buidheann dhan a chuireadh iad.

Mur eil sibh an neach-faighinn san amharc a' puist-dealain seo (neo ceanglachan sam bith) cuiribh fios air ais dhan t-seòladair gun dàil agus millibh a h-uile leth-bhreas.

Mur eil sibh an neach-faighinn san amharc neo sibh an urra ri dha chur dhan neach-faighinn san amharc, thathar a' toirt oirbh gur ann gu tur fo thoirmeasg 's a tha a h-uile cleachdadh, sgaoileadh, ath-sgrùdadh, roinneachd, neo ath-riochdachadh a' phuist-dealain seo.

Bithibh mothachail nach eil conaltradh tro phost-dealain eadar-lìn tèarainte oir faodaidh cuideigin eile teachdaireachdan a ghlacadh agus leughadh. Cha bhith Comhairle Dhùn Phris is Ghall-Ghàidhealaibh a' gabhail uallach airson call no milleadh sam bith a dh' fhaodadh tighinn bhon phost-dealain seo no faidhlichean sam bith na chois. 'S e sibh a tha an urra ris a' phost-dealain seo is ceanglachan sam bith a sganadh airson bhiorasan coimpiutair no lochdan eile.

Faodar gun dearcnaich agus gun cleachd A' Chomhairle post-dealain sam bith agus a shusbaint air adhbharan tèarainteachd is dearcnachadh foirme airson gèilleadh taobh a-staigh a' phoileasaidh air cleachdadh luchd-obrach. Faodar bathar-bog sgrùdaidh no bacadh post-dealain a chleachdadh cuideachd. Faodar gum feum teachdaireachd sam bith a chuireas neo a gheibh a' Chomhairle a bhith air fhoillseachadh leis a' Chomhairle fo chumhachan Achd Saorsa an Fhiosrachaidh (Alba) 2002.

Airson tuilleadh fiosrachaidh agus aithris prìobhaideachd na Comhairle fhaicinn dèanaibh cliog an seo.

Gaelic Language Plan (GLP) Implementation Group

- Our refreshed GLP Implementation Group was launched during 2023 and which includes two representatives from Gàidhlig Dumgal. Membership as follows:

Stephen Jack (Chair)	Lifelong Learning Manager, DGC
Barbara Lewis	Chair, Gàidhlig Dumgal
Michael Ansell	Committee Members, Gàidhlig Dumgal
Rebecca Coggins	Cultural Manager, DGC
Stuart Caven	Operations Manager, Roads, DGC
Gary Kirkpatrick	Communications Officer, DGC
Andrew O'Halloran	Education, DGC
Deborah MacFarlane	Team Leader Core Programme and SQA Manager
Andrea McFarlane	Quality Improvement Officer, DGC
Paul Crimshaw	Head Teacher Kells/Dalry, DGC
Peter Hewitt	Museum's Officer, DGC
Ailsa Freeman	Customer Services Manager, DGC

- This has helped to ensure positive two-way communication between the Council and Gàidhlig Dumgal and to jointly identify and take forward priority projects as outlined in the Gaelic Language Plan.

Ionnsachadh na Gàidhlig / Learning Gaelic

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

How is the organisation increasing the learning of Gaelic?

- Promoting our e-learning modules which are available to all staff (as detailed above).
- By working in partnership with Gàidhlig Dumgal to help promote and increase opportunities within our communities.

A'cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

Our focus over the last year has been continuing to build on the positive relationships with Voluntary Group Gàidhlig Dumgal (GD) as the lead provider of Gaelic Learning across Dumfries & Galloway.

The Council's Service Manager with responsibility for Gaelic attends meetings of the GD Committee every 2 months. This has led to benefits such as the discounted use of Council facilities being applied to help establish new Gaelic classes and GD's activities being promoted through the Council's Lifelong Learning Facebook page. In addition to this, GD sponsors Gaelic themed films twice yearly at the Robert Burns Film Theatre which is a Council run facility.

A Feis for primary age children was held in June 2023 in conjunction with Troqueer Primary School. This attracted over 40 children to undertake various musical and cultural activities culminating in a concert for parents and friends.

The main priority over this reporting period has been considering the final report following the completion of the Gaelic Heritage Value Study (funded through BnG). The study identified 10 key opportunities as follows:

- Employ a DGC Gaelic Officer.
- Create a mass audience narrative for Gaelic in D&G.
- Create Gaelic linked visitor experiences that build place-based identity and association with Gaelic.
- Increase the learning of Gaelic and appreciation of local heritage linkages.
- Build Gaelic content and media into existing tourist provision.
- Create a Gaelic Galloway app, associated branding, and promotional strategy.
- Support local heritage businesses, organisations, and 3rd parties to deliver and benefit economically from the DGC Gaelic products offer and Gaelic Galloway app.
- Create interactive timeline infographic plus Gaelic orientation and opportunities map.
- Include 'Gaelic promotion' element as part of DGC grant structure for culture and the arts.
- Identify and deliver the policy delivery commitments within the GLP 2022-2027 and mainstream those across DGC operations.

The Council has been working with GD to prioritise the actions and plan to submit an application to the Gaelic Plans fund for a part-time officer which was identified as the priority action for 2024.

The study also brought together a number of cultural partners from across Dumfries and Galloway and plans have already been put in place for these partners to meet on a twice-yearly basis to help explore areas such as;

- Gaelic related tourism.
- Interpretation panel opportunities on key walking routes.
- Gaelic Signage.

- Dual language translation on websites/leaflets.
- Exploring the DGC Museum's archives to support Gaelic related exhibitions.

Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

Chan fheum ach ùghdarrasan Ionadail seo a lìonadh a-steach

For Local Authorities only to complete

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

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

Dumfries and Galloway Council does not at present have an active Gaelic education offer.

Esgoil has been used to meet identified need where individual requests have come forward from individuals.

On our web page we have link to the Bòrd na Gàidhlig website where it makes reference to the 2016 Education (Scotland) Act as well a link to the "1 + 2" initiative.

Undertaking an audit of primary and Secondary Schools to establish a baseline for the further development of GME and GLE was identified in our GLP as being a key action.

The Quality Improvement Manager for Schools undertook a survey of Primary/Secondary schools during May 2023 to help assess:

- Whether Gaelic is currently taught
- Whether there was an interest/demand in teaching Gaelic in the future
- If so, what support may be required

Four Head Teachers initially confirmed that they were keen to explore this further, however due to a range of changing circumstances only one HT retained a firm interest in the Kells/Dalry area of Dumfries and Galloway. This is now being developed as a pilot project and will be monitored through the GLP

Implementation Group.

Pàrantan Corporra
Corporate Parenting

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

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

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

Our Young People's Service has responsibility for care experienced young people. At the current time we don't have any young people registered as speaking Gaelic at the moment and we continue to monitor this in liaison with our Youth Work Service.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.


Currently no Gaelic speaking care experienced young people have been identified.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lionadh a-steach
For all organisations to complete

<p>An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig? Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?</p>
<p>No issues have been identified.</p> <p>An equalities impact assessment was undertaken as part of the development of the new Plan and which involved representation from voluntary group Gàidhlig Dumgal. No issues of concern were identified.</p>
<p>A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a’ cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn? Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?</p>
<ul style="list-style-type: none"> • Completion of Equalities Impact Assessment on the existing Gaelic Language Plan • Equalities theme included with the CLD Plan 2021-2024 and which encourages learning opportunities for all
<p>A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra. Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.</p>
<ul style="list-style-type: none"> • Not specific to Gaelic, however our Youth Work team produced a new Youth Engagement Strategy which has been promoted across Community Planning Partners to help ensure the adoption of best practice.

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.			
Cothroman Follaiseach Gníomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th’ ann agus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.	There continues to be a high level of Gaelic related posts circulated through Social Media (detailed above).		
Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnraidhean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	This has been enhanced through the involvement of cultural partners who were involved in the Gaelic Heritage Value study. (highlighted earlier).		
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidheatan stèidhichte gus Gàidhlig a thoirt air adhart.	Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.	Work is progressing well in relation to the actions outlined within the current edition of the Plan with an increased understanding being fostered through the refreshed Gaelic Language Plan Implementation Group.		
Pàrantan Corporra Gu bheillear mothachail air na dleastanasan a th’ ann mar Phàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.	Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.			

Inbhe	Status			
<p>Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p>  <p>Dumfries & Galloway COUNCIL <i>Comhairle Dhùn Phris is Gall-Ghàidhealaibh</i></p>	Bi-lingual logo available on our front facing website and to use for other purposes.		
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>	The audit of "welcome to" signage is now complete with a view to implementing during 2024.		
Conaltradh leis a' phoball	Communicating with the public			
<p>Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>	Message now included on website.		
<p>Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litricean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.</p>	<p>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.</p>	This has been adopted through our Communications Team.		
<p>Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.</p>	<p>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.</p>	There is no identified demand as of yet to provide this Service.		
<p>Coinneamhan Thèid coimhead gu cunbhalach air na</p>	<p>Public meetings Opportunities to hold public meetings</p>	There is no identified demand		

cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.	bilingually or in Gaelic are regularly explored and promoted.	as of yet to provide this Service.
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Fiosrachadh	Information			
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>Our local authority has a plain English policy in relation to press releases.</p> <p>We have recently managed to integrate some Gaelic words/phrases into Social Media activity referenced above, particularly during World Gaelic Week.</p>		
<p>Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p> <p>Please refer to Appendix 1.</p>	<p>Social media activity has significantly increased through our DGC Lifelong Learning Facebook and Twitter pages. (detailed earlier)</p>		
<p>An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarras phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p>A dedicated Gaelic Language Plan web page is in place with links to Gàidhlig Dumgal and Bòrd na Gàidhlig and we are working with Gàidhlig Dumgal to expand the content on this.</p>		
<p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	<p>We have translated the Gaelic Language Plan and most recent Council Plan 2023-2028 at the moment.</p> <p>The next opportunity will be the Local Outcomes</p>		

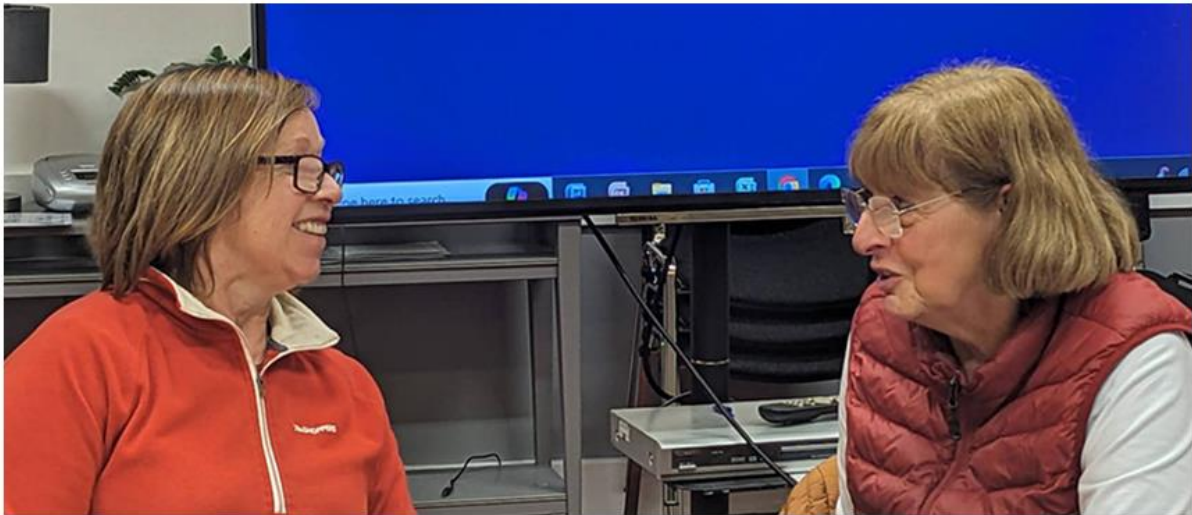
		Improvement Plan during 2024.
<p>Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn</p>	<p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>	We have access to an internal Gaelic speaker/writer who is able to translate documentation where required.
<p>Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuidhe as motha a thoirt air cùisean.</p>	<p>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.</p>	Through discussions associated with the Gaelic Heritage Value Study, an opportunity was progressed through the Council's Museum's Service to integrate some Gaelic content within an exhibition.

Luchd-obrach	Staff			
<p>Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>A comprehensive Gaelic Language skills audit was undertaken as part of the consultation on the development of the current Plan during 2021 and generated 255 responses across a large array of Council departments. The results of this are contained within our new Plan.</p>		
<p>Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>Work has commenced on an e-learning module for all Council staff, however this was delayed due to the Council procuring a new e-learning system and this will now take place during 2024.</p>		
<p>Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>We continue to offer and promote our internal Gaelic Learning Language modules, however there was limited uptake during 2022/23.</p>		
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd-co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.</p>	<p>Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	<p>This will be covered within the Gaelic Language module planned for 2024.</p>		
<p>Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam</p>	<p>Recruitment Recognising and respecting Gaelic skills within the recruitment process</p>	<p>At the moment we haven't identified any specific posts</p>		

<p>pròiseasan fastaidh air feadh an ùghdarras phoblaich.</p>	<p>throughout the authority</p>	<p>which require Gaelic outwith with those supporting the D&G Youth Music Initiative, however if we progress with securing a part-time Gaelic Officer position through external funding then the recruitment process will fully recognise Gaelic skills.</p>		
<p>Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgit riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhasadh.</p>	<p>Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p>	<p>Following the next scheduled review of job descriptions we are considering making Gaelic skills a desirable criteria within relevant Lifelong Learning related posts.</p>		
<p>Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgit riatanach.</p>	<p>Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>We haven't identified any posts where this is a requirement.</p>		
<p>Corpas na Gàidhlig</p>		<p>Gaelic Language Corpus</p>		<p></p>
<p>Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	<p>This is in place.</p>		
<p>Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.</p>	<p>Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.</p>	<p>We have identified Place names as a key opportunity in partnership with Gàidhlig Dumgal and there has been some early progress in</p>		

		relation to interpretation boards and Social media coverage.
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Appendix 1



“I have been learning new languages. Here’s me at my Gaelic class. It is for 45 minutes on a Thursday evening. At the end of this week’s lesson, we started learning a song! I also do Duolingo (language learning app) - it can take between 5-15 minutes to do a lesson so once into a routine it is quite easy to do. I studied French at University and am currently learning to teach English to non-native speakers (ESOL) so learning Gaelic reminds me what it is like to be a learner!

I think it’s a good thing to keep learning and it’s important to find something you enjoy. Just go out there and try different things, as you just never know! It is good for your health and wellbeing as it gives you a mental or physical challenge and connects you with other like-minded people! 😊”

1. Promotion of Gaelic classes in D&G –

Clasaichean Gàidhlig

Gaelic Classes!

10 week block
Monday evenings **starting 2nd October**

GP room 1/2, Ryan Centre, Stranraer

Mondays
Intermediate 6pm
Beginners 7pm

£30 for 10 weeks including materials
Suitable for S4-S6 pupils and all adults

Sign up through: stranraergaelic@gmail.com

Gàidhlig Dumbel

New Beginners Gàidhlig Course starting!

North West Resource Centre, Dumfries

First class 21st September
£30 for a block of ten lessons



NEW BEGINNERS GAELIC CLASS

Gàidhlig Dumbel

Cofaidh 's cabadaich (Coffee and Chat)

£5.50 for Gaelic Speakers and Learners

Market Inn,
Castle Douglas
Wed 21st Feb
10.30-12.00



Fàilte chridheil (A warm welcome).

2. Promotion of World Gaelic week which included -

- Gaelic Places (daily posts)

3. Promotion of national online Gaelic Learning –

- [LearnGaelic](#)
- [The world's best way to learn Scottish Gaelic - Duolingo](#)
- [BBC ALBA - Learn Gaelic](#)

4. Promotion of Family Learning Gaelic activities –

- [Fàilte! - Gaelic4Parents](#)
- [Resources - Go! Gaelic \(go-gaelic.scot\)](#)