



# PLANA GÀIDHLIG GAELIC LANGUAGE PLAN 2023-2026

Chaidh am plana seo ullachadh fo Roinn 3 de dh'Àchd na Gàidhlig (Alba) 2005 agus ùghdarrachta le Bòrd na Gàidhlig air 7 Samhain 2023.

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 7 November 2023.



HISTORIC  
ENVIRONMENT  
SCOTLAND

ÀRAINNEACHD  
EACHDRAIDHEIL  
ALBA



Bòrd na  
Gàidhlig

## FACAL-TOISICH

Tha a' Ghàidhlig air àite deatamach a choileanadh ann an dearbhadh agus ann an cumadh eachdraidh is dualchas gun choimeas na h-Alba agus tha i na pàirt de bheatha làitheil dhaoine fa leth agus choimhearsnachdan air feadh Alba san latha an-diugh.

Tha an dualchas cultarach saidhbhir a tha fichte-fuaighte ann an cànan, òrain, sgeulachdan, ceòl, traidiseanan agus ainmean-àite na Gàidhlig agus a tha ri lorg air feadh Alba, a' toirt dhuinn in-shealladh air an àm a dh'fhalbh agus gar cuideachadh gu na cruthan-tìre agus an àrainneachd eachdraidheil mun cuairt oirnn, a thuigsinn. Tha ar dualchas Gàidhlig a' leantainn air adhart ga chumadh agus ga sgaoileadh bho ghinealach gu ginealach agus cothroman ga sholarachadh airson a chomharrachadh, cur an cèill agus com-pàirt, san latha an-diugh.

Tha e na adhbhar misneachd a bhith a' faicinn taic do chànan is cultar na Gàidhlig a' fàs agus a' leasachadh, agus ar pàirt a choileanadh tron chiad eagran, Plana Gàidhlig 2018-2023. Anns an dàrna eagran seo den Phlana Ghàidhlig againn, tha sinn dealasach a thaobh togail air ar n-euchdan agus amas air àrainneachd a leasachadh far a bheil Gàidhlig, chan ann a-mhàin a' soirbheachadh ach a' fàs ann an co-theacsa dualchais agus seachad air, sa chomann shòisealta. Anns na duilleagan seo, tha sinn air deich prìomhachasan ro-innleachdail a mhìneachadh a stiùireas ar gnìomhachdan thar nan trì bliadhna ri teachd. Tha sinn a' cuimseachadh air obrachadh leis na coimhearsnachdan, ag àrdachadh agus a' roinneadh ar tuigse do dhualchas cultarach Gàidhlig, a' comharrachadh Gàidhlig mar phàirt bhunaiteach de sgeul na h-Alba, agus a' cruthachadh cothroman gus Gàidhlig adhartachadh, ionnsachadh agus a chleachdadh. Tha sinn cuideachd a' coimhead ri fèin-eòlas luchd-tadhail gu ar làraichean a dhèanamh beairteach, tro adhartachadh air cànan is cultar na Gàidhlig agus a' Ghàidhlig fhighhe nas fhaide a-steach do ar n-obair mar bhuidheann.

Tha am plana seo a' co-thaobhadh le *Plana Nàiseanta na Gàidhlig* agus ag ath-aithris amasan ar *Ar n-Àm a dh'Fhalbh*, *Ar n-Àm ri Teachd*, an ro-innleachd airson àrainneachd eachdraidheil na h-Alba. Tha gnìomhachdan co-cheangailte ri leudachadh air buannachdan dualchais agus cur taic ri coimhearsnachdan air feadh Alba gus com-pàirteachadh le agus an àrainneachd eachdraidheil a chumadh, aig cridhe ar *Ar n-Àm a dh'Fhalbh*, *Ar n-Àm ri Teachd*.

Tha sinn a' coimhead air adhart ri bhith nar com-pàirtiche le coimhearsnachdan, ùghdarrasan ionadail, agus luchd-ùidhe eile gus dèanamh cinnteach gu bheil cànan is dualchas na Gàidhlig gan rannsachadh, air an dìon, air an comharrachadh agus air an aiseag gu ginealaichean san àm ri teachd.

**Ailig MacPhàdraig**

Ceannard

## FOREWORD

Gaelic has played a vital part in defining and shaping Scotland's unique history and heritage and is part of the daily lives of individuals and communities across Scotland today.

The rich cultural heritage embedded in Gaelic language, songs, stories, music, traditions and place-names found throughout Scotland, gives us an insight into the past and helps us to understand the landscapes and the historic environment that surrounds us. Our Gaelic heritage continues to be shaped and transmitted from generation to generation and to provide opportunities for celebration, expression and participation today.

It has been encouraging to see support for Gaelic language and culture grow and develop, and to play our part through the first edition of our Gaelic Language Plan 2018-23. In this second edition of our Gaelic Language Plan, we are committed to building on our achievements and aspire to cultivate an environment where Gaelic not only survives but flourishes in the heritage context and beyond in society. In these pages we have outlined ten strategic priorities that will guide our activities over the next three years. Our focus centres on working with communities, enhancing and sharing our understanding of Gaelic cultural heritage, celebrating Gaelic as an integral part of Scotland's story, and creating opportunities to promote, learn and use Gaelic. We also seek to enrich experiences for visitors to our sites through the promotion of Gaelic language and culture and to embed Gaelic even further into our work as an organisation.

This plan aligns with the *National Gaelic Language Plan* and echoes the aims of *Our Past, Our Future*, the strategy for Scotland's historic environment. Activities linked to broadening the benefits of heritage and supporting communities across Scotland to engage with and shape their historic environment are also at the heart of *Our Past, Our Future*.

We look forward to partnering with communities, public authorities, and other stakeholders to ensure Gaelic language and heritage is explored, protected, celebrated and passed on to future generations.

**Alex Paterson**  
Chief Executive





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## RO-RÀDH

Fàilte gu Plana Gàidhlig 2023-2026 Àrainneachd Eachdraidheil Alba (ÀEA). Mar a' phrìomh bhuidheann poblach às leth àrainneachd eachdraidheil Alba, tha sinn airson dèanamh cinnteach gu bheil sinn a' coileanadh nas urrainn dhuinn gus aithne a thoirt agus àite cudromach is luachmhor na Gàidhlig adhartachadh taobh a-staigh àrainneachd eachdraidheil Alba.

Tha structar a' phlana seo a' mìneachadh amasan agus gnìomhan a chuidicheas sinn leis ar lèirsinn ro-innleachdach agus ar n-àrd-amasan don Ghàidhlig a thoirt gu buil, agus gu bheil e co-thaobhaichte ris na builean agus na prìomhachasan nar plana corporra, *Dualchas Dhuinn Uile*.

Tha am plana seo air ullachadh taobh a-staigh frèam-obrach Achd na Gàidhlig (Alba) 2005. Tha e a' mìneachadh mar a chleachdas sinn Gàidhlig ann an coileanadh ar gnìomhan, mar a chomasaicheas sinn cleachdadh na Gàidhlig ann an conaltradh leis a' phoball agus prìomh chom-pàirtichean agus mar a bhios sinn ag adhartachadh agus a' leasachadh na Gàidhlig.

Tha ar plana air a dheasachadh ann an co-rèir ri slatan-tomhais reachdail a tha stèidhichte ann an Achd na Gàidhlig (Alba) 2005, le aire ga thoirt do *Phlana Nàiseanta na Gàidhlig 2018-2023* agus Stiùireadh air Leasachadh Phlanaichean Gàidhlig. Tha ar plana a' co-thaobhadh libhrigeadh ri amasan iomlan a' phlana nàiseanta: a' toirt fàs air cleachdadh na Gàidhlig, a' toirt fàs air ionnsachadh na Gàidhlig agus a' cur deagh iomhaigh air adhart airson na Gàidhlig. Tha am plana a' gabhail a-steach prìomhachasan ro-innleachdail a bha air a moladh agus air aontachadh le Bòrd na Gàidhlig.





# INTRODUCTION

Welcome to Historic Environment Scotland's (HES) Gaelic Language Plan 2023-2026. As the lead public body for Scotland's historic environment, we want to ensure that we are doing all that we can to acknowledge and promote Gaelic's important and valuable place within Scotland's historic environment.

The structure of this plan sets out aims and actions that will help us to achieve our strategic vision and ambitions for Gaelic and is aligned to the outcomes and priorities in our corporate plan *Heritage for All*.

This plan has been prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Our plan has been prepared in accordance with statutory criteria set out in the Gaelic Language (Scotland) Act 2005 and having regard to the *National Gaelic Language Plan 2018-2023* and the Guidance on the Development of Gaelic Language Plans. Our plan aligns delivery to the overall aims of the national plan: increasing the use of Gaelic, increasing the learning of Gaelic and promoting a positive image of Gaelic. This plan includes strategic priorities that were recommended by and then agreed with Bòrd na Gàidhlig.



## MU AR DEIDHINN

Is sinne am prìomh bhuidheann poblach airson na h-àrainneachd eachdraidheil ann an Alba. Is e Buidheann Poblach Neo-Roinneil (NDPB) a th' annainn air ar clàradh mar Charthannas Clàraichte (SC045925). Is e ar dleastanasan coitcheann a bhith a' rannsachadh, a' toirt cùram do agus ag adhartachadh àrainneachd eachdraidheil Alba.

Tha sinn cunntachail airson libhrigeadh air ro-innleachd àrainneachd eachdraidheil Alba a dhèanamh comasach, *Ar n-Àm a dh'Fhalbh*, *Ar n-Àm ri Teachd: Ro-innleachd airson Àrainneachd Eachdraidheil na h-Alba*.

Tha ar plana corporra, *Dualchas Dhuinn Uile*, a' mìneachadh ar lèirsinn: 'Gum bi a h-uile duine a' cur sùim mhòr san àrainneachd eachdraidheil, gum bi tuigse aca oirre agus cothrom aca tlachd is com-pàirt a ghabhail innte le pròis.'

Tha ar plana corporra a' mìneachadh 5 builean a tha sinn airson a choileanadh:

- 1.** Tha an àrainneachd eachdraidheil a' dèanamh diofar mòr air beatha dhaoine.
- 2.** Tha an àrainneachd eachdraidheil air a cumail suas, air a dìon agus air a stiùireadh do na ginealaichean ri teachd.
- 3.** Tha an àrainneachd eachdraidheil a' cur gu farsaing ri eaconamaidh na h-Alba agus a sluagh.
- 4.** Tha an àrainneachd eachdraidheil a' brosnachadh Alba a tha beòthail agus cruthachail.
- 5.** Tha cùram ga thoirt don àrainneachd eachdraidheil agus air a h-adhartachadh le buidheann àrd-ghnìomhach.



## ABOUT US

We are the lead public body for the historic environment in Scotland. We are a Non-Departmental Public Body (NDPB) and a registered Scottish Charity (SC045925). Our general functions are to investigate, care for and promote Scotland's historic environment.

We are responsible for leading and enabling the delivery of Scotland's historic environment strategy, *Our Past, Our Future: The Strategy for Scotland's Historic Environment*.

Our corporate plan, *Heritage for All*, sets out our vision that: 'Scotland's historic environment is cherished, understood, shared and enjoyed with pride, by everyone.'

It also sets out our 5 corporate outcomes:

- 1.** The historic environment makes a real difference to people's lives.
- 2.** The historic environment is looked after, protected and managed for the generations to come.
- 3.** The historic environment makes a broader contribution to the economy of Scotland and its people.
- 4.** The historic environment inspires a creative and vibrant Scotland.
- 5.** The historic environment is cared for and championed by a high-performing organisation.



## AR LÈIRSINN AGUS MIANNAN-ADHARTAIS AIRSON A' GHÀIDHLIG

**Ar Lèirsinn:** Tha cànan agus dualchas Gàidhlig na h-Alba air rannsachadh, air dhìon, air chomharrachadh agus air thoirt seachad do na ginealaichean ri teachd.

### Ar Miannan-adhartais:

- Obrachaidh sinn còmhla ri coimhearsnachdan gus an dualchas Gàidhlig aca a' rannsachadh, a' mhealadh agus a dhìon.
- Nearthachaidh sinn ar tuigse air Gàidhlig, a' gabhail a-steach dualchas, traidiseanan, sgeulachdan is òrain, agus roinnidh sinn ar n-eòlas.
- Comharrachaidh agus meudaichidh sinn riochdachadh Gàidhlig ann an sgeulachd na h-Alba gus an gabh a faicinn agus a tuigsinn le daoine air feadh na dùthcha agus an t-saoghail.
- Cruthachaidh sinn barrachd chothroman gus Gàidhlig ionnsachadh agus a chleachdadh.
- Obraichidh sinn còmhla le daoine fa leth, coimhearsnachdan agus buidhnean gus dèanamh cinnteach gum bi a' Ghàidhlig beò agus a' soirbheachadh airson na ginealaichean ri teachd.



## OUR VISION AND AMBITIONS FOR GAELIC

**Our Vision:** Scotland's Gaelic language and heritage is explored, protected, celebrated and passed on to future generations.

**Our Ambitions:**

- We will work with communities to explore, enjoy and protect their Gaelic heritage.
- We will enhance our understanding of Gaelic, including its heritage, traditions, stories and songs, and share our knowledge.
- We will celebrate and increase the representation of Gaelic in Scotland's story so it can be seen and understood by people across the nation and the world.
- We will create more opportunities to learn and use Gaelic.
- We will work with individuals, communities and organisations to ensure Gaelic lives and thrives for generations to come.



## AR N-AMASAN AGUS GNÌOMHAN

### PRÌOMHACHASAN RO-INNLEACHDAIL

- 1.** Obraichidh sinn còmhla le coimhearsnachdan gus cànan is cultar na Gàidhlig adhartachadh agus a ghleidheadh. Èistidh sinn ri coimhearsnachdan agus bheir sinn taic dhaibh gus ceangal ri, comharrachadh agus tlachd a ghabhail às an àrainneachd eachdraidheil agus an dualchas, a' leasachadh thoraidhean ùra cruthachail.
- 2.** Rannsaichidh sinn cothroman do luchd-labhairt na Gàidhlig air bun-phreantasachdan, nuadh-phreantasachdan, socrachaidhean ceuma agus greisean-gnìomhachais, a' leantainn air adhart a' leasachadh obair shaor-thoileach taobh a-staigh Àrainneachd Eachdraidheil Alba.
- 3.** Stiùiridh sinn rannsachadh a tha a' neartachadh ar tuigse don Ghàidhlig ann an co-theacsa na h-àrainneachd eachdraidheil agus ar dualchais chultarach do-bheantainneach (ICH).
- 4.** Cuiridh sinn atharrachaidhean an gnìomh a tha stèidhichte air toraidhean ar Ath-sgrùdaidh Eadar-mhìneachaidh Gàidhlig agus roinnidh sinn na toraidhean sin le càch gus an cleachdadh as fheàrr fhiosrachadh.
- 5.** Stèidhichidh sinn agus togaidh sinn air com-pàirteachasan le clann agus daoine òga, pròifeiseantaich foghlaim agus buidhnean eile gus leantainn air adhart a' leasachadh ionnsachadh tarraingeach agus goireasan foghlaim ann an Gàidhlig.
- 6.** Meudaichidh sinn cothroman airson ionnsachadh tron Ghàidhlig mu atharrachadh gnàth-shìde, bith-iomadachd agus cruth-tìre tro Ghàidhlig.
- 7.** Cuiridh sinn taic ri ar co-obraichean gus Gàidhlig ionnsachadh is tuigse mheudaichte fhaotainn air cànan is cultar na Gàidhlig agus mar a tha co-cheangailte ri ar n-obair.
- 8.** Comharraichidh sinn agus adhartachaidh na Gàidhlig do luchd-èisteachd nàiseanta agus eadar-nàiseanta.
- 9.** Leanaidh sinn air adhart ag obair ann an com-pàirteachas le càch gus Gàidhlig adhartachadh aig ìre nàiseanta, le bhith a' com-pàirteachadh ann an sruthan-obrach Ìre Adhartais nas Luaithe.
- 10.** Comharraichidh sinn ar n-euchdan agus ar soirbheachas ann an Gàidhlig agus obraichidh sinn le càch gus ar n-eòlasan a roinn agus an cleachdadh as fheàrr a leasachadh.

# OUR AIMS AND ACTIONS

## STRATEGIC PRIORITIES

- 1.** We will work together with communities to promote and preserve Gaelic language and culture. We will listen to communities and support them to connect with, celebrate, and enjoy the historic environment and their heritage, developing new creative outputs.
- 2.** We will investigate opportunities for Gaelic speakers to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements, and continue to develop volunteering within Historic Environment Scotland.
- 3.** We will drive research that enhances our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).
- 4.** We will implement changes based on the findings of our Gaelic Interpretation Review and share these findings with others to inform best practice.
- 5.** We will establish and build on partnerships with children and young people, educational professionals and other organisations to continue to develop engaging learning and education resources in Gaelic.
- 6.** We will increase opportunities to learn about climate change, biodiversity and landscape through Gaelic.
- 7.** We will support our colleagues to learn Gaelic, gain an increased understanding of Gaelic language and culture and how it relates to our work.
- 8.** We will celebrate and promote Gaelic to national and international audiences.
- 9.** We will continue to work in partnership with others to further progress for Gaelic at a national level by engaging in the Faster Rate of Progress workstreams.
- 10.** We will celebrate our achievements and success in Gaelic and will work with others to share experiences and develop best practice.



## PRÌOMH CHOMHARRAN COILEANAIDH (PCC)

Tha sinn air Prìomh Chomharran Coileanadh (PCC) àrd-ìre a dhealbhadh gus a' measadh na tha sinn air choileanadh n-ar Plana Gàidhlig. Tha na PCC seo cuideachd a toirt taic ri na prìomhachasan ann an *Ar n-Àm a dh'Fhalbh*, *Ar n-Àm ri Teachd: Ro-innleachd airson Àrainneachd Eachdraidheil na h-Alba*, *Dualchas Dhuinn Uile* agus ar Planaichean Obrachadh Bliadhnail. Gheibhear fiosrachadh nas mionaidiche fo earrann A' Measadh na tha Sinn a' Coileanadh sa phlana seo.

### A' TOIRT FÀS AIR CLEACHDADH NA GÀIDHLIG

**PCC 1:** Bun-loidhne agus aithriseadh air tabhartasan is maoinachadh co-cheangailte ris a' Ghàidhlig air stèidheachadh.

**PCC 2:** Measadh a dhèanamh air mar a dh'fhaodadh ÀEA barrachd a dhèanamh mar thaic do choimhearsnachdan ann an sgìrean far a bheil àireamh mhòr de luchd-labhairt Gàidhlig.

### A' TOIRT FÀS AIR IONNSACHADH NA GÀIDHLIG

**PCC 3:** Meudachadh air misneachd agus fileantachd cho-obraichean ÀEA sa Ghàidhlig

**PCC 4:** Meudachadh air tuigse cho-obraichean ÀEA air a' Ghàidhlig agus mar a bhuineas i ri ar n-obair.

### A' CUR DEAGH ÌOMHAIGH AIR ADHART AIRSON NA GÀIDHLIG

**PCC 5:** Air obair còmhla ri ar com-pàirtichean gus deagh chleachdadh sa Ghàidhlig a stèidheachadh agus a cho-roinn.

### AMASAN SEIRBHEIS CHORPORRA

**PCC 6:** 80% no barrachd de na h-Amasan Seirbheis Corporra a choileanadh ro dheireadh ar Plana Gàidhlig 2023-2026.



## KEY PERFORMANCE INDICATORS

We have identified high-level key performance indicators (KPIs) to measure the success of our Gaelic Language Plan. These KPIs also support the delivery of strategic priorities outlined in *Our Past, Our Future: The Strategy for Scotland's Historic Environment, Heritage for All*, and our Annual Operating Plans. Further detail can be found in the Measuring Success section of this plan.

### INCREASING THE USE OF GAELIC

**KPI 1:** Established baseline and reporting on Gaelic-related grants and funding.

**KPI 2:** Completed scoping exercise to determine how HES can best support communities with a large number of Gaelic speakers.

### INCREASING THE LEARNING OF GAELIC

**KPI 3:** Increased HES colleagues' confidence and fluency in Gaelic language.

**KPI 4:** Increased HES colleagues' understanding of Gaelic and how it relates to our work.

### PROMOTING A POSITIVE IMAGE OF GAELIC

**KPI 5:** Worked with our partners to establish and share best practice in Gaelic.

### CORPORATE SERVICE AIMS

**KPI 6:** Achieved 80% or more of the Corporate Service Aims by the end of our Gaelic Language Plan 2023-2026.



## A' TOIRT FÀS AIR CLEACHDADH NA GÀIDHLIG

### **1. Obraichidh sinn còmhla le coimhearsnachdan gus cànan is cultar na Gàidhlig adhartachadh agus a ghleidheadh. Èistidh sinn ri coimhearsnachdan agus bheir sinn taic dhaibh gus ceangal ri, comharrachadh agus tlachd a ghabhail às an àrainneachd eachdraidheil agus an dualchas, a' leasachadh thoraidhean ùra cruthachail.**

Tha taic do choimhearsnachdan Gàidhlig aig teis-meadhan a bhith ag adhartachadh fulangas agus fàs ann an cànan is cultar na Gàidhlig. Tha sinn dìoghrasach mu bhith ag obair còmhla le coimhearsnachdan gus cànan is cultar na Gàidhlig adhartachadh agus a ghleidheadh. Tha ar gnìomhachdan coimhearsnachd ruigsinneach air tachairt ann an diofar àiteachan air feadh Alba agus air daoine de gach aois agus comasan Gàidhlig a thoirt nan lùib. Dh'obraich sinn le daoine òga agus Fèis Rois gus an 250mh ceann-bliadhna aig Gearasdan Deòrsa a chomharrachadh ann an 2019 le film, far an robh an trac-fuaim thùsail agus an coileanadh beò air an cruthachadh le luchd-ciùil òg, a bha ag obair còmhla ris an fhidhleir agus an sgrìobhaiche-ciùil, Donnchadh Siosalach, gus an sgeulachd aig Norman Collins a rannsachadh, saighdear a bha stèidhichte ann an Gearasdan Deòrsa. Thog sinn air na dàimhean sin le bhith ag obair air pròiseact eile le Fèis Rois, anns an robh deireadh-sheachdain còmhnaidheach do sgoilearan ÀS1-ÀS6 a' sgrìobhadh òrain Ghàidhlig, agus a' tarraing brosnachadh bho Chaisteal Urchadain ann an 2020. Tha sinn ag obair le comainn eachdraidh ionadail sna h-Eileanan Siar air a' phròiseact *Teanga fo Losgadh*, a tha a' gabhail a-steach eacarsaichean mapaidh coimhearsnachd, roinn agus clàradh air sgeulachdan agus eachdraidh beòil agus crìochnaichidh e le stòras ghoireasan didseatach a dh'fhaodas a bhith air an cleachdadh le ginealaichean ri teachd.

Tha sinn airson gun dèan an àrainneachd eachdraidheil fìor dhiofar air beatha dhaoine agus mar sin feumaidh sinn cothroman a leudachadh do gach neach gus a faicinn, ceangal ri, a tuigsinn agus a rannsachadh. Cruthaichidh sinn barrachd chothroman do choimhearsnachdan gus Gàidhlig a chleachdadh agus ionnsachadh mu a deidhinn ann an co-theacsa a bhith a' comharrachadh agus a' gabhail tlachd às an àrainneachd eachdraidheil agus an dualchas, a' goireasachadh gnìomhachdan leithid pròiseactan coimhearsnachd a thaobh cladhach, agus a' stèidheachadh chothroman sònraichte leithid conaltradh le òigridh taobh a-staigh ar prògram Ionnsachaidh is In-gabhail, agus a' cumhachdachadh choimhearsnachdan tro ar sgeamaichean maoinachaidh is thabhartasan.



## INCREASING THE USE OF GAELIC

**1. We will work together with communities to promote and preserve Gaelic language and culture. We will listen to communities and support them to connect with, celebrate, and enjoy the historic environment and their heritage, developing new creative outputs.**

Supporting Gaelic communities is key to promoting resilience and growth for Gaelic language and culture. We are passionate about working together with communities in order to promote and preserve Gaelic language and culture. Our community outreach activities have taken place in various places around Scotland and involved people of all ages and Gaelic abilities. We worked with young people and Fèis Rois to celebrate the 250th anniversary of Fort George in 2019 where a film, original soundtrack and live performance were created by young musicians, who worked alongside fiddler and composer Duncan Chisholm, to research the story of Norman Collins, a soldier who was based at Fort George. We built on these relationships by working on another project with Fèis Rois involving a Gaelic songwriting residential weekend for S1-6 pupils, drawing inspiration from Urquhart Castle in 2020. We are working with local historical associations in the Western Isles on the *Teanga fo Losgadh* project which involves community mapping exercises, the sharing and recording of stories and oral history and will culminate in digital resources that can be used by future generations.

We want the historic environment to make a real difference to people's lives and therefore we must widen opportunities for everyone to see it, connect with it, understand it and explore it. We will create more opportunities for communities to use and learn about Gaelic in the context of celebrating and enjoying their historic environment and heritage by facilitating activities such as community excavation projects, embedding specific opportunities such as youth engagement within our Learning and Inclusion programme, and empowering communities through our funding and grants schemes.





**1. Obraichidh sinn còmhla le coimhearsnachdan gus cànan is cultar na Gàidhlig adhartachadh agus a ghleidheadh. Èistidh sinn ri coimhearsnachdan agus bheir sinn taic dhaibh gus ceangal ri, comharrachadh agus tlachd a ghabhail às an àrainneachd eachdraidheil agus an dualchas, a' leasachadh thoraidhean ùra cruthachail.**

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Ceann-là Targaid
<p>(A) Obraichidh sinn còmhla ri coimhearsnachdan gus cànan is cultar na Gàidhlig agus an àrainneachd eachdraidheil adhartachadh agus a ghleidheadh.</p>	<p>Èisteachd ri agus obrachadh còmhla ri coimhearsnachdan, gus daingneachadh mar a choileanas sinn amasan coitcheann còmhla.</p> <p>Leantainn air adhart ag obair còmhla ri coimhearsnachdan air gnìomhachdan is pròiseactan a tha ag adhartachadh agus a' gleidheadh cànan is cultar na Gàidhlig, a' gabhail a-steach raointean mar eachdraidh ionadail, arc-eòlas coimhearsnachd, mapadh coimhearsnachd, dreuchdan, dualchas cultarach do-bheantainneach (ICH) agus gnìomhachdan eadar-ghinealach.</p> <p>Measadh a dhèanamh air mar a dh'fhaodadh ÀEA barrachd a dhèanamh mar thaic do choimhearsnachdan ann an sgìrean far a bheil àireamh mhòr de luchd-labhairt Gàidhlig.</p> <p>Co-obrachadh le coimhearsnachdan gus toraidhean cruthachail ùra a thoirt gu buil, a' cleachdadh agus brosnachaidhean le Gàidhlig, a' gabhail a-steach co-obrachadh le cruthaichearan susbaint.</p> <p>Stèidheachadh agus leasachadh chom-pàirteachasan le buidhnean ealain ionadail gus pròiseactan cruthachail a neartachadh.</p> <p>Cruthachadh thaisbeanaidhean is sheallaidhean fiosaigeach agus air-loidhne de dh'obair, gus cultar Gàidhlig agus an àrainneachd eachdraidheil adhartachadh.</p> <p>Comharrachadh phròiseactan le cuspair Gàidhlig taobh a-staigh Prògram Cheanglaichean Coimhearsnachd ÀEA.</p> <p>Leantainn air adhart gus Gàidhlig a ghabhail a-steach mar thèama taobh a-staigh sreath thachartasan didseatach Conaltraidhean Dualchas Coimhearsnachd na h-Alba.</p>	<p>Tha cultar Gàidhlig sna coimhearsnachdan air feadh Alba air adhartachadh agus air a ghleidheadh.</p> <p>Dàimh obrach nas làidire le coimhearsnachdan.</p> <p>Tha ÀEA agus càch ag obair ann an coimhearsnachdan Gàidhlig agus air am fiosrachadh mu dheidhinn mar as urrainn dhaibh taic a bharrachd a chur ri coimhearsnachdan ann an sgìrean far a bheil àireamh mhòr de luchd-labhairt na Gàidhlig.</p> <p>Faodar toraidhean phròiseactan agus goireasan fhaicinn agus a chleachdadh le càch agus ginealaichean ri teachd.</p> <p>Toraidhean cruthachail co-cheangailte ri cultar Gàidhlig agus an àrainneachd eachdraidheil air am meudachadh.</p> <p>Àireamh mheudaichte de thaisbeanaidhean agus seallaidhean de thoraidhean cruthachail bho ruigsinneachd coimhearsnachd.</p>	<p>Bliadhna 3</p>
<p>(B) Èisteachd ri, obrachadh le agus taic a chur ri coimhearsnachdan gus ceangal ri, comharrachadh agus tlachd a ghabhail às an àrainneachd eachdraidheil agus an dualchas.</p>	<p>Èisteachd ri, obrachadh le agus taic a sholarachadh do choimhearsnachdan leithid ar sgeamaichean maoineachaidh is thabhartasan a chomharrachadh, a' toirt seachad comhairle, stiùireadh is eòlas agus ag obair ann an com-pàirteachas air gnìomhachdan is pròiseactan coimhearsnachd gus taic a thoirt do choimhearsnachdan ceangal ris an dualchas ionadail.</p> <p>Stèidheachadh loidhne bhunaiteach agus ag aithris air gnìomhachdan co-cheangailte ri Gàidhlig air a bheil tabhartasan is maoineachadh gam buileachadh.</p> <p>Cleachdadh ar prògram ionnsachaidh gus cothroman a sholarachadh do luchd-èisteachd aig nach biodh an cothrom gu h-àbhaisteach air a dhol an sàs ann an Gàidhlig, an àrainneachd eachdraidheil agus an dualchas.</p> <p>Stèidheachadh dìon agus adhartachadh air Gàidhlig nar n-obair agus nar poileasaidhean, cuimsichte air co-ionannachd agus in-ghabhail, agus a' brosnachadh chàich gu am modh-obrach ceudna a ghabhail.</p>	<p>Taic mheudaichte do choimhearsnachdan a tha a' ceadachadh dhaibh ceangal ri, comharrachadh agus tlachd a ghabhail às an àrainneachd eachdraidheil agus an dualchas.</p> <p>Tha an àireamh agus nàdar nam pròiseactan co-cheangailte ri Gàidhlig air a bheillear a' buileachadh thabhartasan agus maoineachadh, comasach air an leantainn agus air am meudachadh mar thoradh air bun-loidhne a stèidheachadh.</p> <p>Tha ruigsinneachd nas fharsainge aig ar com-pàirteachadh coimhearsnachd, a' cur taic ri ar gnìomhachdan cho-ionannachdan.</p>	<p>Bliadhna 3</p>

**1. We will work together with communities to promote and preserve Gaelic language and culture. We will listen to communities and support them to connect with, celebrate and enjoy the historic environment and their heritage, developing new creative outputs.**

Objectives	Action Required	Impact	Target Date
<p>(A) We will work together with communities to promote and preserve Gaelic language and culture and the historic environment.</p>	<p>Listen to, and work with, communities to establish how we can achieve common goals together.</p> <p>Continue to work together with communities on activities and projects that promote and preserve Gaelic language and culture including areas such as local history, community archaeology, community mapping, designations, intangible cultural heritage (ICH) and intergenerational activities.</p> <p>Scope how HES could do more to support communities in areas where there is a large number of Gaelic speakers.</p> <p>Collaborate with communities in order to produce new creative outputs using and inspired by Gaelic including collaboration with content creators.</p> <p>Establish and develop partnerships with local arts organisations to enhance creative projects.</p> <p>Create physical and online exhibitions and displays of work to promote Gaelic culture and the historic environment.</p> <p>Identify projects with a Gaelic theme within the HES Community Connections Programme.</p> <p>Continue to include Gaelic as a theme within the Scotland’s Community Heritage Conversations digital event series.</p>	<p>Gaelic culture of communities around Scotland is promoted and preserved.</p> <p>Stronger working relationship with communities.</p> <p>HES and others working in Gaelic communities are informed about how they can further support communities in areas where there is a large number of Gaelic speakers.</p> <p>Outputs of projects and resources can be seen and used by others and future generations.</p> <p>Increased creative outputs related to Gaelic culture and the historic environment.</p> <p>Increased number of exhibitions and displays of creative outputs of community outreach.</p>	<p>Year 3</p>
<p>(B) Listen to, work with and support communities to connect with, celebrate and enjoy the historic environment and their heritage.</p>	<p>Listen to, work with and provide support to communities such as signposting our funding and grants schemes, providing advice, guidance and expertise, and work in partnership on community activities and projects to help communities connect to their local heritage.</p> <p>Establish baseline and reporting on activities related to Gaelic that are awarded grants and funding.</p> <p>Use our learning programme to provide opportunities for audiences who would not normally have the opportunity to engage with Gaelic, the historic environment and their heritage.</p> <p>Establish the protection and promotion of Gaelic in our work and policies centred around equality and inclusion, and inspire others to take a similar approach.</p>	<p>Increased support for communities that allows for them to connect with, celebrate and enjoy the historic environment and their heritage.</p> <p>The number and nature of projects related to Gaelic that are awarded grants and funding are able to be tracked and increased due to the establishment of a baseline.</p> <p>Our community engagement has a wider reach and supports our equalities actions.</p>	<p>Year 3</p>

**2. Rannsaichidh sinn cothroman do luchd-labhairt na Gàidhlig air bun-phreantasachdan, nuadh-phreantasachdan, socrachaidhean ceuma agus greisean-gnìomhachais, a’ leantainn air adhart a’ leasachadh obair shaor-thoileach taobh a-staigh Àrainneachd Eachdraidheil Alba.**

Tha cùram do dh’àrainneachd eachdraidheil ag iarraidh trèanadh sgilean. Tha ÀEA a’ tabhann phreantasachdan ann am mòran chiùird, a’ gabhail a-steach trèanadh phreantasan clachaireachd, saorsainneachd, dealanachd, peantaireachd agus gàirnealaireachd. Tha Prògram Thrèanaichean Glèidhteachais againn cuideachd agus Prògram Caidreabh Chiùird. Tro lìbhrigeadh air *Plana Inbheistidh Sgilean (SIP) do Roinn Àrainneachd Eachdraidheil Alba*, tha sinn miannach air a dhol nas fhaide ann an tàlant ùr a thàladh agus ann am fosgladh shlighean a-steach don roinn. Tha SIP a’ comharrachadh sreath de ghnìomhan airson dèiligeadh ri dùbhlain is cothroman a tha co-cheangailte ri sgilean san roinn, a tha a’ cur taic ri timcheall air 20,000 obair dhìreach air feadh Alba, a’ còmhach togail, na gnìomhachasan cruthachail agus turasachd.

Tha sinn a’ cur luach air an tabhartas chudromach bho ar saor-thoilich Ghàidhlig. Gu ruige seo, tha còignear saor-thoileach air a bhith againn a bha stèidhichte aig Taigh-dubh Àrnoil. Tha sinn a’ coimhead ri togail air an t-soirbheachadh seo le bhith a’ leudachadh nan dòighean sam faod daoine a bhith nan saor-thoilich againn agus sùbailteachd a mheudachadh nar modh-obrach a thaobh obair shaor-thoileach. Cuiridh sinn an t-ionnsachadh seo an sàs an lùib gnìomhachdan co-cheangailte ri sgilean is eòlasan san àm ri teachd.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Ceann-là Targaid
(A) Rannsachadh chothroman do luchd-labhairt na Gàidhlig gus bun-phreantasachdan, nuadh-phreantasachdan, socrachaidhean ceuma agus greisean gnìomhachais, a ghabhail os làimh.	<p>Mothachadh a mheudachadh am measg luchd-labhairt na Gàidhlig mu chothroman a ghabhail os làimh a thaobh bun-phreantasachdan, nuadh-phreantasachdan, socrachaidhean ceuma agus greisean-gnìomhachais, tro chonaltraidhean bhon taobh a-muigh, leasachadh làrach-lin agus roinn le lionraidhean buntainneach.</p> <p>Eacarsaich measaidh air frèaman-obrach preantasachd a th’ ann mar-tha, a tha freagarrach do luchd-labhairt na Gàidhlig agus faotainneachd luchd-obrach airson taic bhon taobh a-staigh.</p> <p>Com-pàirteachasan a leasachadh le buidhnean eile leithid Leasachadh Sgilean na h-Alba agus conaltradh ann an com-pàirteachas le sruth-obrach an Eaconamaidh is Margaid Obrach mar phàirt den Ìre Adhartais nas Luaithe gus cothroman san àm ri teachd a chomharrachadh, a thaobh preantasachdan agus greisean-gnìomhachais.</p>	<p>Mothachadh nas fheàrr do na cothroman preantasachd agus greisean-gnìomhachais a tha rim faotainn le luchd-labhairt na Gàidhlig.</p> <p>Cleachdadh toraidhean an sgrùdadh gus tabhartasan do mhodalan ionnsachaidh no preantasachdan fhiosrachadh, a tha rim faotainn le luchd-labhairt na Gàidhlig.</p> <p>Cleachdadh nas motha air Gàidhlig san roinn againn.</p> <p>Cur taic ris an eaconamaidh Ghàidhlig agus ris a’ mhargaid obrach.</p>	Bliadhna 2
(B) An tairgse a th’ ann a thaobh dhreuchdan saor-thoileach Gàidhlig a leasachadh, le leudachadh air an raon de eòlasan saor-thoileach a tha rim faotainn, a’ gabhail a-steach rannsachadh air cothroman didseatach agus iomallach.	<p>Ath-sgrùdadh air obair shaor-thoileach Ghàidhlig gus seasamhachd san àm ri teachd, a dhearbhadh.</p> <p>Cothroman didseatach agus iomallach a thaobh dhreuchdan saor-thoileach Gàidhlig, a sgrùdadh.</p> <p>Mothachadh a mheudachadh do ar dreuchdan saor-thoileach Gàidhlig tro chonaltraidhean bhon taobh a-muigh, leasachadh làrach-lin agus roinn le lionraidhean buntainneach.</p>	<p>Tha àireamh agus an raon de dhreuchdan saor-thoileach Gàidhlig mheudaichte, a’ gabhail a-steach tairgse dhidseatach, rim faotainn taobh a-staigh ÀEA.</p> <p>Barrachd mothachaidh do dhreuchdan saor-thoileach Gàidhlig.</p>	Bliadhna 3



**2. We will investigate opportunities for Gaelic speakers to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements, and continue to develop volunteering within Historic Environment Scotland.**

Caring for the historic environment calls for skills training. HES offers apprenticeships in many trades, including training apprentice stonemasons, joiners, electricians, painters and gardeners. We also have a Conservation Trainee Programme and a Craft Fellowship Programme. Through delivery of the *Skills Investment Plan (SIP) for Scotland's Historic Environment Sector* we are ambitious to go further in attracting new talent and opening pathways into the sector. The SIP identifies a series of actions to address the skills-related challenges and opportunities in the sector, which supports an estimated 20,000 direct jobs across Scotland covering construction, the creative industries and tourism.

We value the significant contribution of our Gaelic volunteers. To date we have had five volunteers which were based at Arnol Blackhouse. We seek to build on this success by extending the ways in which people can volunteer with us and increasing flexibility in our approach to volunteering. We will apply this learning to future experiences and skills-related activities.

Objectives	Action Required	Impact	Target Date
(A) Investigate opportunities for Gaelic speakers to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements.	<p>Increase awareness amongst Gaelic speakers of opportunities to undertake foundation apprenticeships, modern apprenticeships, graduate placements and work placements through external communications, website development and sharing with relevant networks.</p> <p>Scoping exercise into existing apprenticeship frameworks suitable for Gaelic speakers and availability of staff to support internally.</p> <p>Develop partnerships with other organisations such as Skills Development Scotland and engage in partnership with the Economy and Labour Market workstream as part of Faster Rate of Progress to identify future opportunities for apprenticeships and placements.</p>	<p>Increased awareness of apprenticeship and placement opportunities available to Gaelic speakers.</p> <p>Use of scoping exercise findings to inform contribution to learning modules or apprenticeships available to Gaelic speakers.</p> <p>Increased use of Gaelic in our sector.</p> <p>Supporting the Gaelic economy and labour market.</p>	Year 2
(B) Develop the existing offer of our Gaelic voluntary roles by extending the range of voluntary experiences available including the investigation of remote and digital opportunities.	<p>Review of Gaelic volunteering to determine future sustainability.</p> <p>Investigate remote and digital opportunities for Gaelic voluntary roles.</p> <p>Increase awareness of our Gaelic voluntary roles through external communications, website development and sharing with relevant networks.</p>	<p>Increased number and range of Gaelic voluntary roles, including a digital offer, is available within HES.</p> <p>Greater awareness of Gaelic voluntary roles.</p>	Year 3

### 3. Stiùiridh sinn rannsachadh a neartaicheas ar tuigse do Ghàidhlig ann an co-theacsa na h-àrainneachd eachdraidheil agus dualchas cultarach do-bheantainneach (ICH).

Tha sinn air cur ris an rannsachadh agus air co-obrachadh le daoine fa leth, coimhearsnachdan, buidhnean agus aitreabhan foghlaim àrd-ìre gus barrachd tuigse do Ghàidhlig fhaotainn ann an co-theacsa na h-àrainneachd eachdraidheil agus dualchas cultarach do-bheantainneach (ICH). Ann an 2022, thug sinn aoigheachd do inntearnas PhD le oileanach a bha stèidhichte ann an Sgoil Ealain Ghlaschu, a rannsaich mar a tha coimhearsnachdan sna h-Eileanan Siar a' tuigsinn agus a' cur luach air dualchas do-bheantainneach, gu h-àraid a thaobh cruth-tìre agus obrachadh fearainn. Ann an 2022/3, dh'obraich sinn ann an com-pàirteachas le NàdarAlba air pròiseact rannsachaidh dhèantach agus com-pàirt coimhearsnachd, fon ainm *Teanga na Tìre: Dualchas nàdarra is cultarach ar n-ainmean-àite*, a rannsaich mar a tha ainmean-àite Gàidhlig gar cuideachadh gu tuigse nas fheàrr fhaotainn air dualchas nàdarra is cultarach nan diofar sgìrean is coimhearsnachdan air feadh Alba. Gu làithreach, tha sinn a' toirt taic tabhartais do Phròiseact Inbhir Lathail Caillte ann an com-pàirteachas le Taigh-tasgaidh Ulapuil (le taic bho Bhòrd na Gàidhlig), a tha a' rannsachadh dhòighean cruthachail air conaltradh mun àm a dh'fhalbh, a' cleachdadh dualchas cultarach do-bheantainneach leithid ceòl air ùr-choimiseanadh.

Tha sinn a' leantainn a' rannsachadh agus ag adhartachadh nan ceanglaichean eadar ar làraichean, an àrainneachd eachdraidheil agus ar dualchas cànanach a tha a' taisbeanadh buaidh cultar na Gàidhlig air eachdraidh agus dualchas beò na h-Alba, tro eòlasan ar luchd-tadhail.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Libhrigte le	Ceann-là Targaid
(A) Rannsachadh ga stiùireadh a tha ag àrdachadh ar tuigse do Ghàidhlig ann an co-theacsa na h-àrainneachd eachdraidheil agus dualchas cultarach do-bheantainneach (ICH).	Stiùireadh rannsachadh tro chomharrachadh is dìon ghoireasan mar thaic do rannsachadh a tha cuimsichte air Gàidhlig ann an co-theacsa na h-àrainneachd eachdraidheil agus dualchas cultarach do-bheantainneach (ICH).  Co-obrachadh le Oilthigh Ghlaschu agus càch gus maoinachadh a shireadh bhon sgeama rannsachaidh dhotaireil cho-obrachail, agus taic a chur ri rannsachadh dualchas cultarach do-bheantainneach (ICH). Le tairgse shoirbheachail, aontaichidh sinn ri co-stiùireadh air an rannsaiche a thèid fhadhadh agus comhairle a thoirt seachad air cruthachadh ghoireasan mar bhuil den phròiseact, leithid mapa	Tuigse nas motha do dhualchas cultarach do-bheantainneach na Gàidhlig (ICH) mar thoradh air gnìomhachdan rannsachaidh. Ma cheadaicheas tìde, bidh gnìomhachdan stèidhichte air toraidhean ag àrdachadh tuigse den roinn againn agus den phoball.  Cur taic ri prìomhachasan <i>Aithris Poileasaidh Dualchas Cultarach Do-bheantainneach</i> .  Dìon, ag adhartachadh agus a' comharrachadh cànan is cultar na Gàidhlig.  Àbhaisteachadh air a' Ghàidhlig.	ÀEA  Taic: Oilthigh Ghlaschu	Bliadhna 3
(B) Leantainn air adhart a' cur taic ri greisean-gnìomhachais agus cothroman rannsachaidh gus ar tuigse don Ghàidhlig àrdachadh ann an co-theacsa na h-àrainneachd eachdraidheil agus dualchas cultarach do-bheantainneach (ICH).	Togail air soirbheachas roimhe le greisean-gnìomhachais agus cothroman rannsachaidh, le bhith a' cumail suas tairgse fhosgailte a thaobh ghreisean-gnìomhachais agus cothroman rannsachaidh agus a' dèanamh cinnteach à comas air taic a chumail ris an tairgse seo taobh a-staigh an sgioba Ghàidhlig.			Bliadhna 1

### 3. We will drive research that enhances our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).

We have contributed to research and collaborated with individuals, communities, organisations and higher education institutions to further our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH). In 2022 we hosted a PhD internship with a student based at Glasgow School of Art who explored how communities in the Western Isles understand and value intangible heritage, especially in relation to landscape and land use. In 2022/3 we worked in partnership with NatureScot on a practical research and community engagement project named *Teanga na Tìre: Dualchas nàdarra’s culturail an cois ar n-ainmean-àite (Our placenames’ natural and cultural heritage)* which explored how Gaelic placenames help us better understand the natural and cultural heritage of different areas and communities across Scotland. We are currently grant-aiding the Lost Inverlael Project in partnership with Ullapool Museum (supported by Bòrd na Gàidhlig), which is exploring creative ways of communicating about the past using intangible cultural heritage such as newly commissioned music.

We continue to investigate and promote the links between our sites, the historic environment and our linguistic heritage, which demonstrate the influence of Gaelic culture on Scotland’s history and living heritage through our visitor experiences.

Objectives	Action Required	Impact	Delivered by	Target Date
(A) Drive research that enhances our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).	<p>Drive research by identifying and securing resources to support research centred on Gaelic in the context of the historic environment and intangible cultural heritage (ICH).</p> <p>Collaborating with the University of Glasgow and others to seek funding from the collaborative doctoral research scheme to support intangible cultural heritage (ICH) research. Providing a successful funding bid, we will agree to co-supervise the appointed researcher and to provide advice on the creation of resources as an outcome of the project, such as a map.</p>	<p>Increased understanding of Gaelic intangible cultural heritage (ICH) due to research activities. If time allows, activities based on results will enhance the understanding of our sector and the public.</p> <p>Supporting the priorities of our <i>Intangible Cultural Heritage Policy Statement</i>.</p> <p>Protecting, promoting and celebrating the Gaelic language and culture.</p> <p>Normalisation of Gaelic.</p>	<p>HES</p> <p>Support: University of Glasgow</p>	Year 3
(B) Continue to support placements and research opportunities enhance our understanding of Gaelic in the context of the historic environment and intangible cultural heritage (ICH).	<p>Build on previous success with placements and research opportunities by maintaining an active offer of placements and research opportunities and ensuring a capacity to support this offer within the Gaelic team.</p>			Annually



#### 4. Cuiridh sinn atharrachaidhean an gnìomh stèidhichte air toraidhean an Ath-sgrùdaidh Eadar-mhìneachaidh Gàidhlig againn, a' roinn nan toraidhean sin le càch gus an cleachdadh as fheàrr fhiosrachadh.

Tha sinn air Ath-sgrùdadh Eadar-mhìneachaidh Gàidhlig a choimiseanadh a bhios ag ath-sgrùdadh chleachdaidhean eadar-mhìneachaidh Gàidhlig tarsainn oighreachd Àrainneachd Eachdraidheil Alba agus ar tairgse dhidseatach. Coimheadaidh e ris na modhan-obrach làithreach, a' moladh a' chleachdaidh agus a' mhodh-obrach as fheàrr do ÀEA agus càch, gus gabhail ris no tarraing air san àm ri teachd. Tha an t-ath-sgrùdadh seo a' toirt buaidh air obair nam mòran sgiobaidhean tarsainn ar buidhinn a thaobh pannalan eadar-mhìneachaidh, leabhraichean-iùil, iùl claisneachd, bathar meanbh-reic, sianalan mheadhanan sòisealta, tachartasan, cruinneachaidhean agus tasglannan. Cuiridh sinn atharrachaidhean an gnìomh stèidhichte air na toraidhean a thaobh leasachadh air cleachdaidhean eadar-mhìneachaidh Gàidhlig tarsainn ar buidhinn agus na toraidhean luachmhor sin a roinn le càch gus an cleachdadh as fheàrr fhiosrachadh dhaibh.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Ceann-là Targaid
(A) Atharrachaidhean a chur an gnìomh gus cleachdadh molta a stèidheachadh, stèidhichte air toraidhean an Ath-sgrùdaidh Eadar-mhìneachadh Gàidhlig againn.	Cleachdadh làithreach ath-sgrùdadh ann an co-rèir ri toraidhean an Ath-sgrùdaidh Eadar-mhìneachadh Gàidhlig againn.  Dèan atharrachaidhean air a' chleachdadh làithreach, stèidhichte air molaidhean.	Stèidheachadh a' chleachdaidh as fheàrr a thaobh eadar-mhìneachadh Gàidhlig agus ar cleachdadh air Gàidhlig air an taobh a-staigh agus an taobh a-muigh.	Bliadhna 3
(B) Roinn toraidhean an Ath-sgrùdaidh Eadar-mhìneachadh Gàidhlig againn gus an cleachdadh as fheàrr fhiosrachadh.	Roinn toraidhean tro lionraidhean, a' gabhail a-steach sruthan-obrach Ìre Adhartais nas Luaithe, ar làrach-lìn agus tabhartasan is sgeamaichean maoinachaidh.	Stèidheachadh a' chleachdaidh as fheàrr a tha air fhiosrachadh tro rannsachadh, gus a bhith air ùisneachadh le daoine fa leth no buidhnean ag obair ann an Gàidhlig.	Bliadhna 3



**4. We will implement changes based on the findings of our Gaelic Interpretation Review and share these findings with others to inform best practice.**

We have commissioned a Gaelic Interpretation Review which will review Gaelic interpretation practices across Historic Environment Scotland’s estate and our digital offer. It will look at the current approaches and propose the best practice and approach for HES and others, to adopt or refer to in the future. This review impacts the work of many teams across our organisation as it relates to interpretation panels, guidebooks, audio guides, retail products, social media channels, events, collections and archives. We will implement changes based on the findings to improve Gaelic interpretation practices across our organisation and share these valuable findings with others in order to inform best practice.

Objectives	Action Required	Impact	Target Date
(A) Implement changes to establish recommended practice based on the findings of our Gaelic Interpretation Review.	Review current practice in line with the findings of our Gaelic Interpretation Review.  Make changes to existing practice based on recommendations.	Establishing best practice in terms of Gaelic interpretation and our use of Gaelic internally and externally.	Year 3
(B) Share findings of our Gaelic Interpretation Review to inform best practice.	Share findings through networks, including Faster Rate of Progress workstreams, our website and grants and funding schemes.	Establishing best practice that is informed by research to be used by individuals or organisations working in Gaelic.	Year 3



## A' TOIRT FÀS AIR IONNSACHADH NA GÀIDHLIG

### 5. Stèidhichidh sinn agus togaidh sinn air com-pàirteachasan le clann agus daoine òga, proifeiseantaich foghlaim agus buidhnean eile, gus leantainn air adhart a' leasachadh ghoireasan tarraingeach ionnsachaidh is foghlaim ann an Gàidhlig.

Tha sinn a' cur taic ri ionnsachadh agus foghlam tro leasachadh air goireasan, bùithtean-obrach, cuairtean làraichean, seiseanan ionnsachaidh proifeiseanta, susbaint dhìseatach, agus cothroman air Gàidhlig ionnsachadh agus a chleachdadh san dachaigh agus sna coimhearsnachdan. Leanaidh sinn air adhart a' cleachdadh na h-àrainneachd eachdraidheil gus foghlam agus ionnsachadh ann an Gàidhlig a shaidhbhreachadh – ag adhartachadh luach agus cudromachd ar dualchais agus cànan is cultar na Gàidhlig aig gach ìre de dh'ionnsachadh. Tha sreath de bhùithtean-obrach againn a bhios sinn a' ruith ann an sgoiltean air feadh Alba, a' gabhail a-steach *Ar tim is ar n-eachdraidh*, *Tron Uinneig* agus *Sgeulachdan*. Dh'fhoillsich sinn a' chiad fharpais Ghàidhlig againn, *Sgrìobh is Aithris*, a tha ag amas air sgeulaichean Gàidhlig ann an 2022 agus chruthaich sinn taisbeanadh air-loidhne de na sgeulachdan. Tha sinn a' leantainn air adhart ag obair ann an com-pàirteachas le Comann nam Pàrant gach bliadhna ann an *Seachdain nan Sgoiltean* far a bheil sinn air cuairtean is bùithtean obrach a ghoireasachadh, stèidhichte ann an Caisteal Dhùn Èideann. Tha sinn a' coimhead ri togail air na com-pàirteachasan, gnìomhachdan agus goireasan sin gus cur ri àm teachdail seasmhach do dh'ionnsachadh agus foghlam Gàidhlig.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Ceann-là Targaid
(A) Com-pàirteachasan a stèidheachadh agus togail orra le clann agus daoine òga, proifeiseantaich foghlaim agus buidhnean eile.	Buidheann obrach a stèidheachadh le foghlamaichean a' riochdachadh raon de dh'aoisean agus ìrean, agus a' conaltradh le clann is daoine òga agus buidhnean buntainneach (Stòrlann Nàiseanta na Gàidhlig, Twinkl Alba, Fèisean nan Gàidheal, E-Sgoil, oifigearan Gàidhlig ionadail msaa) gus planadh airson agus co-obrachadh air susbaint ionnsachaidh an ama ri teachd, a' ruighinn luchd-èisteachd nas fharsainge tro in-gabhail air susbaint air àrd-ùrlaran stiùiridh gnìomhachais leithid Twinkl.	Dàimhean obrach nas làidire le luchd-ùidhe co-cheangailte ri foghlam Gàidhlig.  Roinn eòlas agus deagh chleachdadh a thaobh ghoireasan ionnsachaidh.  Bidh goireasan ionnsachaidh is foghlaim air an leasachadh, nas buntainniche agus nas fheumaile.  Àireamh mheudaichte de ghoireasan ionnsachaidh sa Ghàidhlig.	Bliadhna 2
(B) Goireasan tarraingeach ionnsachaidh is foghlaim ann an Gàidhlig, a leasachadh.	Plana leasachaidh ghoireasan ionnsachaidh a chruthachadh, stèidhichte air obair com-pàirteachais le proifeiseantaich foghlaim agus tro chonaltradh le clann is daoine òga agus buidhnean buntainneach.  Goireasan ionnsachaidh air iomadh cuspair a leasachadh, a' gabhail a-steach dualchas, eachdraidh, cultar, atharrachadh gnàth-shìde, bith-iomadachd, dreuchdan agus air builean obrach ruigsinneach coimhearsnachd.  Sreath de bhidiothan Gàidhlig a leasachadh, a tha a' còmhachadh raon de chuspairean.  Ar goireasan a chomharrachadh agus ionnsachadh proifeiseanta thidsearan a libhrigeadh tro ar làrach-lìn agus gnìomhachdan leithid <i>An t-Alltan Air-loidhne</i> .	Amalachadh meudaichte air eileamaidean Gàidhlig taobh a-staigh modh-obrach eadar-chuspaireil, agus goireasan ionnsachaidh is prògraman a tha a' cruthachadh chothroman airson conaltradh nas fharsainge, a' gabhail a-steach luchd-ionnsachaidh gun Ghàidhlig.	Bliadhna 3



## INCREASING THE LEARNING OF GAELIC

### 5. We will establish and build on partnerships with children and young people, educational professionals and other organisations to continue to develop engaging learning and education resources in Gaelic.

We support Gaelic learning and education through the development of learning resources, workshops, site tours, professional learning sessions, digital content, and opportunities to learn and use Gaelic in the home and communities. We will continue to use the historic environment to enrich education and learning in Gaelic – promoting the value and importance of our heritage and Gaelic language and culture at all levels of learning. We have a range of workshops which we run in schools around Scotland including *Ar tim is ar n-eachdraidh*, *Tron Uinneag* and *Sgeulachdan*. We launched our first national Gaelic competition *Sgriobh is Aithris* aimed at young Gaelic storytellers in 2022 and created an online exhibition of the stories. We've continued to work in partnership with Comann nam Pàrant annually in *Seachdain na Sgoiltean* where we have facilitated tours and workshops based at Edinburgh Castle. We seek to build on these partnerships, activities and resources in order to contribute to a sustainable future for Gaelic learning and education.

Objectives	Action Required	Impact	Target Date
(A) Establish and build on partnerships with children and young people, educational professionals and other organisations.	Establish a working group with educators representing a range of ages and stages and consult with children and young people and relevant organisations (Stòrlann Nàiseanta na Gàidhlig, Twinkl Alba, Fèisean nan Gàidheal, E-Sgoil, local Gaelic officers etc.) to plan for and work collaboratively on future learning content and reaching a wider audience through inclusion of content on industry leading platforms such as Twinkl.	Stronger working relationships with stakeholders related to Gaelic education.  Sharing of knowledge and best practice in regards to learning resources.  Gaelic learning and education resources developed will be more relevant and useful.  Increased number of learning resources in Gaelic.	Year 2
(B) Develop engaging learning and education resources in Gaelic.	Create a learning resources development plan based on partnership working with educational professionals and consult with children and young people and relevant organisations.  Develop learning resources on a variety of themes including heritage, history, culture, climate change, biodiversity, careers and on outputs of community outreach work.  Develop a series of Gaelic videos that cover a range of themes.  Signpost our resources and deliver teacher professional learning through our website and activities such as <i>An t-Alltan Online</i> .	Increased integration of Gaelic elements within an inter-disciplinary approach and learning resources and programmes that create opportunities for wider engagement including non-Gaelic learners.	Year 3

## 6. Meudaichidh sinn cothroman airson ionnsachadh mu atharrachadh gnàth-shìde, bith-iomadachd agus cruth-tìre tro Ghàidhlig.

Is e suidheachadh a th' ann an cùis-èiginn na gnàth-shìde a tha a' dol thairis air clàran gnothaich phoilitigeach no bhuidheannail, agus cùis aig a bheil feum air gnìomh. Mar bhuidheann poblach tha dleastanas air ÀEA atharrachadh gnàth-shìde a mhaothachadh agus a bhith ag obair gu seasmhach. Cuideachd, tha dleastanas oirnn glèidhteachas bith-iomadachd adhartachadh le riatanasan reachdail. Cuiridh sinn ri targaid neoini lom na h-Alba ro 2045 le bhith a' cruthachadh cothroman agus ghoireasan a tha a' ceadachadh do dhaoine ionnsachadh mu chùis-èiginn na gnàth-shìde agus cuspairean seasmhachd tron Ghàidhlig. Bha gnìomhachdan san àm a dh'fhalbh an lùib a bhith ag obair ann an com-pàirteachas le Eden Court ann an 2023, a' maoinneachadh trìuir luchd-ealain Ghàidhlig gus beachd-smuaintean gnìomhaidh beò a rannsachadh le tèaman de atharrachadh gnàth-shìde, dualchas agus glèidhteachas. Chruthaich sinn cuideachd agus chuir sinn ri susbaint Ghàidhlig ann an cruth bhidiothan a bha cuimsichte mu thimcheall atharrachadh gnàth-shìde do thachartas Fulangas Cultair is Cladaich COP26 agus don t-sianal YouTube againn. Tha sinn ag amas air mothachadh, tuigse do agus tlachd à bith-iomadachd is cruth-tìre a mheudachadh le bhith a' toirt barrachd dhaoine an sàs ann an glèidhteachas na h-àrainneachd nàdarra is eachdraidheil. Tha mòran sgìrean sa bheil Gàidhlig ga labhairt, saidhbhir ann am bith-iomadachd, cruthan-tìre beòthail agus eag-shiostaman gun choimeas, agus tha e cudromach gun tèid iad sin a dhìon. Tha an t-amas seo gar cuideachadh gus ar Dleastanas Bith-iomadachd agus ar ròl ceannardais fo Achd Atharrachadh Gnàth-shìde (Alba) 2009 is gnìomhan a taobh a-staigh ar *Plana Gnìomha Gnàth-shìde 2020-2025*, ar *Frèam-obrach Turasachd Chunntachail* agus *Aithris Libhrigidh Bith-iomadachd ÀEA do Ro-innleachd Bith-iomadachd na h-Alba* agus *Ar n-Àm a dh'Fhalbh*, *Ar n-Àm ri Teachd: Ro-innleachd airson Àrainneachd Eachdraidheil na h-Alba* a choileanadh.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Libhrigte le	Ceann-là Targaid
Meudachadh cothroman air ionnsachadh mu atharrachadh gnàth-shìde, bith-iomadachd agus cruth-tìre tron Ghàidhlig.	Com-pàirteachasan a leasachadh agus a stèidheachadh le càch leithid NàdarAlba agus oilthighean, gus cothroman adhartachadh airson ionnsachadh mu atharrachadh gnàth-shìde, bith-iomadachd agus cruth-tìre.  Goireasan ionnsachaidh Gàidhlig a leasachadh stèidhichte air atharrachadh gnàth-shìde, bith-iomadachd agus cruth-tìre.  Cothroman a rannsachadh gus eòlas air atharrachadh gnàth-shìde, bith-iomadachd agus cruth-tìre a roinn nar n-obair ruigsinneach agus com-pàirteachais sna coimhearsnachdan.	Àireamh mheudaichte de ghoireasan ionnsachaidh Gàidhlig stèidhichte air atharrachadh gnàth-shìde, bith-iomadachd agus cruth-tìre.	ÀEA  Taic:  NàdarAlba	Bliadhna 3

**6. We will increase opportunities to learn about climate change, biodiversity and landscape through Gaelic.**

The climate crisis is an issue that transcends political or organisational agendas, and one that requires action. As a public body, HES has duties to contribute to climate change mitigation and adaptation and to act sustainably. We also have a duty to further the conservation of biodiversity with related statutory reporting requirements. We will contribute to Scotland’s net zero by 2045 target by creating opportunities and resources that allow for people to learn about the climate crisis and themes of sustainability through Gaelic. Past activities in this area involved working in partnership with Eden Court in 2023, funding three Gaelic artists to explore new live performance ideas with themes of climate change, heritage and conservation. We also created and contributed to Gaelic content in the form of videos centred around climate change for the COP26 Culture & Coastal Resilience event and for our YouTube channel. We aim to increase awareness, understanding and enjoyment of biodiversity and landscape by engaging more people in the conservation of both the natural and historic environment. Many areas where Gaelic is spoken consist of rich biodiversity, vibrant landscapes and unique ecosystems and it is important that these are protected. This aim helps us to fulfil the Biodiversity Duty and our leadership role under the Climate Change (Scotland) Act 2009 by delivering actions within our *Climate Action Plan 2020-2025*, our *Responsible Tourism Framework*, *HES’ Biodiversity Delivery Statement for the Scottish Biodiversity Strategy* and *Our Past, Our Future: The Strategy for Scotland’s Historic Environment*.

Objectives	Action Required	Impact	Delivered by	Target Date
Increase opportunities to learn about climate change, biodiversity and landscape through Gaelic.	<p>Develop and establish partnerships with others such as NatureScot and universities, in order to promote opportunities to learn about climate change, biodiversity and landscape.</p> <p>Develop Gaelic learning resources based on climate change, biodiversity and landscape.</p> <p>Explore opportunities to share knowledge of climate change, biodiversity and landscape in our community outreach and partnership working.</p>	Increased number of Gaelic learning resources based on climate change, biodiversity and landscape.	HES Support: NatureScot	Year 3





## 7. Cuiridh sinn taic ri co-obraichean gus Gàidhlig ionnsachadh is tuigse mheudaichte fhaoitinn air cànan is cultar na Gàidhlig agus mar a tha sin co-cheangailte ri ar n-obair.

Tha sinn a' cur taic ri co-obraichean agus an teaghlaichean gus Gàidhlig ionnsachadh tro bhith a' comharrachadh ghoireasan mar an acainn ionnsachaidh Gàidhlig againn, LearnGaelic, BBC Alba agus cunntasan mheadhanan sòisealta, agus a' solarachadh chothroman air còmhraidh Gàidhlig a chleachdadh leis an sgioba Ghàidhlig agus co-obraichean eile. Am measg ghnìomhachdan làithreach agus san àm a dh'fhalbh a tha air tuigse ar co-obraichean de chànan is cultar na Gàidhlig a mheudachadh, tha Trèanadh Mhion-Chànanan, Seiseanan Mothachaidh don Ghàidhlig, farpaisean-ceist le cuspairean Gàidhlig, tachartasan air-loidhne agus pearsanta leithid roinn thoraidhean inntearnis PhD stèidhichte air dualchas cultarach do-bheantainneach Gàidhlig (ICH) agus adhartachadh is taisbeanadh phrògraman is fhilmichean Gàidhlig leithid *Dùthchas*.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Ceann-là Targaid
(A) Taic a thoirt do cho-obraichean gus Gàidhlig ionnsachadh gu ìre fhileantachd a tha riatanach don dreuchd.	<p>Dreuchdan ann an ÀEA a stèidheachadh aig a bheil feum air ìre de comasachd ann an Gàidhlig gus an coilean ÀEA a dhleastanasan. Dèanamh cinnteach gu bheil na dreuchdan air an sanasachadh mar Ghàidhlig riatanach no ion-mhiannaichte, san àm ri teachd.</p> <p>Taic do cho-obraichean a stèidheachadh gus Gàidhlig ionnsachadh gu an ìre fhileantachd a bhiodh riatanach do na dreuchdan aca agus don bhuidheann a bhith comasach a dhleastanasan a choileanadh, a' gabhail a-steach clasaichean agus cùrsaichean Gàidhlig a mhaoinichadh agus goireasan a bharrachd a chomharrachadh.</p> <p>Faicsinneachd agus an raon ghoireasan is ghnìomhachdan a mheudachadh, gus co-obraichean a chuideachadh le Gàidhlig ionnsachadh a' gabhail a-steach comharrachadh air LearnGaelic, Duolingo is eile, agus cothroman air Gàidhlig ionnsachadh agus a labhairt gu pearsanta.</p> <p>Cothroman a chruthachadh do cho-obraichean gu Gàidhlig sgrìobhte a chleachdadh ann an conaltradh tro phuist-dealain.</p>	<p>Tha co-obraichean a' faoiteinn taic gus an ìre riatanach de fhileantachd ann an Gàidhlig, a choileanadh.</p> <p>Tha ionnsachadh na Gàidhlig nas ruigsinnich do cho-obraichean.</p>	Bliadhna 3
(B) Taic a thoirt do cho-obraichean gus an tuigse do chànan is do chultar na Gàidhlig a mheudachadh.	<p>Tuilleadh chothroman a chruthachadh a tha ag adhartachadh agus a' comharrachadh cànan is cultar na Gàidhlig, leithid gnìomhachdan mar fharpaisean-ceist, trèanadh ann am mothachadh don Ghàidhlig tro Sheachdain na Gàidhlig, is eile.</p> <p>Duilleag Teams ghnìomhach air an taobh a-staigh a chruthachadh don Ghàidhlig le ar goireasan fhìn, agus comharrachadh air goireasan is tachartasan Gàidhlig bhon taobh a-muigh.</p> <p>Goireasan a chruthachadh is gan dèanamh ruigsinneach, a bharrachd air trèanadh far ionchaidh, mar thaic do luchd-obrach a bhios a' dèiligeadh ri luchd-tadhail, cuimsichte air abairtean bunaiteach, eachdraidh na Gàidhlig agus Gàidhlig san latha an-diugh.</p>	<p>Àireamh mheudaichte de ghnìomhachdan do cho-obraichean a' leantainn gu tuigse nas làidire air cànan is cultar na Gàidhlig.</p> <p>Com-pàirteachadh ann an tachartasan nàiseanta leithid Seachdain na Gàidhlig.</p> <p>Misneachd àrdaichte a thaobh luchd-obrach a bhios a' dèiligeadh ri luchd-tadhail, ann an tuigse do chànan is do chultar na Gàidhlig.</p>	Bliadhna 2

## 7. We will support our colleagues to learn Gaelic, gain an increased understanding of Gaelic language and culture and how it relates to our work.

We support colleagues and their families to learn Gaelic through signposting of resources such as our Gaelic learning tool-kit, LearnGaelic, BBC Alba and social media accounts and providing opportunities to practice Gaelic conversation with the Gaelic team and other colleagues. Current and past activities that have increased our colleagues' understanding of Gaelic language and culture include Minority Language Training, Gaelic Awareness Sessions, Gaelic themed quizzes, in-person and online events such as sharing results of a PhD internship based on Gaelic intangible cultural heritage (ICH) and promoting and showing Gaelic programmes and films such as *Dùthchas*.

Objectives	Action Required	Impact	Target Date
(A) Support colleagues to learn Gaelic to the level of fluency required for their role.	<p>Establish the roles in HES that require a level of Gaelic proficiency in order for HES to fulfil its duties. Ensure these posts are advertised as Gaelic essential or desirable in future.</p> <p>Establish support for colleagues to learn Gaelic to the fluency level required for their roles and the organisation to fulfil its functions including funded Gaelic language classes and courses and the signposting of further resources.</p> <p>Increase visibility and range of resources and activities to help colleagues to learn Gaelic including signposting of LearnGaelic, Duolingo etc. and opportunities to learn and speak Gaelic in person.</p> <p>Create opportunities for colleagues to use written Gaelic in email communications.</p>	<p>Colleagues are supported to achieve their required level of fluency in Gaelic.</p> <p>Learning Gaelic is more accessible to colleagues.</p>	Year 3
(B) Support colleagues to increase their understanding of Gaelic language and culture.	<p>Create further opportunities that promote and celebrate Gaelic language and culture such as activities through Seachdain na Gàidhlig, quizzes, Gaelic awareness training etc.</p> <p>Create an active internal Teams page for Gaelic with our own resources and signposting of external resources and Gaelic events.</p> <p>Create resources and make them available, along with training where needed, to support visitor-facing staff focused on topics such as basic phrases, history of Gaelic and Gaelic in the present day.</p>	<p>Increased number of activities for colleagues leading to an enhanced understanding of Gaelic language and culture.</p> <p>Participation in national events such as Seachdain na Gàidhlig.</p> <p>Increased confidence within visitor staff in understanding of Gaelic language and culture.</p>	Year 2

## A' CUR DEAGH ÌOMHAIGH AIR ADHART AIRSON NA GÀIDHLIG

### 8. Comharraichidh sinn agus adhartachidh sinn Gàidhlig do luchd-èisteachd nàiseanta agus eadar-nàiseanta.

Tha sinn a' coimhead ri Gàidhlig adhartachadh gu nàiseanta agus eadar-nàiseanta. Tha sinn airson sgeulachd cànan is cultar na Gàidhlig a roinn, a thaobh an ama a dh'fhalbh agus san latha an-diugh, agus ceadachadh don sgeulachd sin a bhith air a tuigsinn agus tlachd a ghabhail aiste le pròis leis gach neach. Tha sinn ag amas air leantainn air adhart a' fosgladh dàimh a-mach eadar ar n-àrainneachd eachdraidheil agus Gàidhlig, do luchd-èisteachd chruinneil agus a' rannsachadh a buaidh agus a dìleib. Tha eadar-mhìneachadh Gàidhlig againn aig cuid de na làraichean againn a tha a' gabhail a-steach raon de bhathar Gàidhlig nar tairgse reic. Tha na blogan agus goireasan againn co-cheangailte ri Gàidhlig leithid *Sgeulachd nan Òran*, sreath le seinneadairean a' bruidhinn mu dheidhinn in-sheallaidhean eachdraidheil as urrainn dhuinn a chruinneachadh bho thaghadh de dh'òrain Ghàidhlig air sianal YouTube, cuideachd gan adhartachadh gu luchd-èisteachd nàiseanta agus eadar-nàiseanta.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Ceann-là Targaid
Gàidhlig adhartachadh gu luchd-èisteachd nàiseanta agus eadar-nàiseanta.	<p>Taic a shealltainn do agus gnìomhachdan a chur air dòigh co-cheangailte ri tachartasan nàiseanta leithid am Mòd Nàiseanta Rìoghail, Seachdain na Gàidhlig, Abair Abairt Ghàidhlig, is eile.</p> <p>Susbaint co-cheangailte ri Gàidhlig adhartachadh leithid bhidiothan agus blogan air ar meadhanan sòisealta agus làrach-lìn.</p> <p>Leantainn air adhart ag adhartachadh Gàidhlig tro chleachdadh air eadar-mhìneachadh agus còdan QR (a tha a' ceangal gu bhidiothan Gàidhlig) tarsainn ar làraichean-lìn.</p> <p>Ar n-obair adhartachadh nar lionraidhean nàiseanta agus eadar-nàiseanta.</p> <p>Gàidhlig adhartachadh mar phàirt de Dheichead Chànanan Tùsail Eadar-nàiseanta UNESCO.</p> <p>Goireasan Gàidhlig làrach UNESCO adhartachadh.</p> <p>Barrachd chothroman a thogail gus Gàidhlig adhartachadh, le bhith ga dèanamh nas bitheanta ann an gnothachas làitheil, a' gabhail a-steach soidhneachd agus conaltraidhean corporra agus foillseachaidhean.</p>	<p>Tha sinn ag adhartachadh cànan is cultar na Gàidhlig gu luchd-èisteachd nàiseanta agus eadar-nàiseanta.</p> <p>Tha sinn a' cruthachadh agus a' roinn ghoireasan a tha a' comharrachadh agus ag oideachadh luchd-èisteachd nàiseanta agus eadar-nàiseanta mu chànan agus cultar na Gàidhlig.</p>	Bliadhna

# PROMOTING A POSITIVE IMAGE OF GAELIC

## 8. We will celebrate and promote Gaelic to national and international audiences.

We seek to celebrate and promote Gaelic nationally and internationally. We want to share the story of Gaelic language and culture, in the past and present and allow for it to be understood and enjoyed with pride by everyone. We aim to continue opening - up the relationship between our historic environment and Gaelic to a global audience and exploring its impact and legacy. We have Gaelic interpretation at some of our sites and include a range of Gaelic products in our retail offer. Our Gaelic related blogs and resources such as our *Sgeulachd nan Òran (Story of the Songs)*, a series with singers talking about historical insights we can gather from a selection of Gaelic songs on our YouTube channel, are also promoted to national and international audiences.

Objectives	Action Required	Impact	Target Date
Promote Gaelic to national and international audiences.	<p>Show support for and arrange activities related to national events such as Mòd Nàiseanta Rìoghail, Seachdain na Gàidhlig, Say a Gaelic phrase day etc.</p> <p>Promote Gaelic related content such as videos and blogs on our social media and website.</p> <p>Continue to promote Gaelic through the use of interpretation and QR codes (which link to Gaelic videos) across our sites.</p> <p>Promote our work in national and international networks.</p> <p>Promote Gaelic as part of the UNESCO International Decade of Indigenous Languages.</p> <p>Promote UNESCO site resources in Gaelic.</p> <p>Build more opportunities to promote Gaelic by making it more prevalent in everyday business, including signage and corporate communications and publications.</p>	<p>We promote Gaelic language and culture to national and international audiences.</p> <p>We create and share resources that celebrate and educate national and international audiences about Gaelic language and culture.</p>	Annually





**9. Leanaidh sinn air adhart ag obair ann an com-pàirteachas le càch gus Gàidhlig adhartachadh aig ìre nàiseanta le bhith a’ com-pàirteachadh ann an sruthan-obrach Ìre Adhartais nas Luaithe.**

Tha iomairt Ìre Adhartais nas Luaithe na prìomh eileamaid de *Plana Gàidhlig Riaghaltas na h-Alba 2022-2027* anns a bheil timcheall air 25 bhuidhnean poblach, a tha a’ cur ris an fhàs agus an taic sheasmhach don Ghàidhlig. Tha sinn a’ cur ri iomairt Ìre Adhartais nas Luaithe le bhith a’ gabhail pàirt ann an sruthan-obrach *Turasachd, Cultar is Dualchas is Eaconamaidh agus Margaid Obrach*. Tha sinn ag obair ann an com-pàirteachas leis an t-sruth-obrach *Turasachd, Cultar agus Dualchas* gus Ro-innleachd Turasachd na Gàidhlig a leasachadh agus tha ar n-obair a’ cur ris a’ choinneimh ro-innleachd agus a h-amasan.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Lìbhrigte le	Ceann-là Targaid
Cur ri sruthan-obrach Ìre Adhartais nas Luaithe.	Leantainn air adhart a’ cur ri sruthan-obrach <i>Turasachd, Cultar agus Dualchas</i> agus <i>Eaconamaidh agus Margaid Obrach</i> .  Gnìomhadh ann an com-pàirteachas gus <i>Ro-innleachd Turasachd na Gàidhlig</i> a libhrigeadh fon t-sruth-obrach <i>Turasachd</i> agus <i>Cultar</i> .	Cur ri barrachd adhartais ann an libhrigeadh phrìomhachasan don Ghàidhlig aig ìre nàiseanta.	ÀEA  Taic: VisitScotland  Sruth-obrach <i>Turasachd, Cultar is Dualchas</i> (Ìre Adhartais nas Luaithe)  Sruth-obrach <i>Eaconamaidh agus Margaid Obrach</i> (Ìre Adhartais nas Luaithe)	Bliadhna



**9. We will continue to work in partnership with others to further progress for Gaelic at a national level by engaging in the Faster Rate of Progress workstreams.**

The Faster Rate of Progress initiative is a key element of the *Scottish Government's Gaelic Language Plan 2022-2027* and involves around 25 public bodies who contribute to the sustained growth and support of the Gaelic language. We contribute to the Faster Rate of Progress initiative by taking part in the *Tourism, Culture and Heritage* and *Economy and Labour Market* workstreams. We are working in partnership with the Tourism, Culture and Heritage workstream to develop the Gaelic Tourism Strategy and our work contributes to the strategy meeting its aims.

Objectives	Action Required	Impact	Delivered by	Target Date
Contribute to Faster Rate of Progress workstreams.	Continue to contribute to the <i>Tourism, Culture and Heritage</i> and <i>Economy and Labour Market</i> workstreams.  Work in partnership to deliver the <i>Gaelic Tourism Strategy</i> under the Tourism and Culture workstream.	Contributed to further progress in delivering priorities for Gaelic at a national level.	HES  Support: VisitScotland  Tourism, Culture and Heritage Workstream  Economy and Labour Market Workstream	Annually



## 10. Comharraichidh sinn ar n-euchdan agus ar soirbheachas ann an Gàidhlig agus obraichidh sinn le càch gus eòlasan a roinn agus an cleachdadh as fheàrr a leasachadh.

Am measg ar soirbheachasan ann an adhartachadh na Gàidhlig agus ann an comharrachadh ar dualchais thar nam bliadhnaichean, tha gnìomhachdan ruigsinneach coimhearsnachd a' gabhail a-steach obair le luchd-labhairt na Gàidhlig ann an Giogha agus Eilean Leòdhais. Tha toraidhean cruthachail an làthair leithid film *Light Waves* agus ar n-obair le luchd-ealain Ghàidhlig. Tha goireasan ionnsachaidh mar gheamannan cairt Gàidhlig *Làmh an Uachdar* agus *Ceart no Ceàrr*, ar co-fhaclair Gàidhlig le abairtean co-cheangailte ris an àrainneachd eachdraidheil agus cleachdadh ùr-ghnàthach air teicneòlas leithid còdan QR, a' ceangal ri bhidiothan Gàidhlig a tha air am faicinn tarsainn mòran de ar làraichean.

Tha sinn dìoghrasach mu ar n-ionnsachadh a roinn agus leantainn air adhart a' leasachadh ar lionraidhean nàiseanta agus eadar-nàiseanta gus àm teachdail seasmhach a dhèanamh tèarainte do choimhearsnachdan Gàidhlig, don chànan agus ar n-àrainneachd eachdraidheil.

Cinn-uidhe	Gnìomh Riatanach	Buaidh	Ceann-là Targaid
(A) Ar n-euchdan agus soirbheachas a chomharrachadh.	Ar n-euchdan agus soirbheachasan a chomharrachadh tro lionraidhean air an taobh a-staigh agus an taobh a-muigh, leithid Ceanglaichean Coimhearsnachd.	Thog sinn mothachadh do ar n-euchdan agus soirbheachasan.  A' cur taic ri bhith a' roinn bheachd-smuaintean taobh a-staigh nan roinnean dualchais agus Gàidhlig.	Bliadhna 1
(B) Roinn agus ionnsachadh deagh chleachdadh le càch.	Ceannardas a thaisbeanadh le bhith a' roinn ionnsachadh bho ar gnìomhachdan is rannsachadh le càch, leithid an Ath-sgrùdadh Eadar-mhìneachaidh Ghàidhlig.  Lionraidhean nàiseanta agus eadar-nàiseanta a leasachadh agus cothroman a chomharrachadh airson co-obrachadh le oifigearan Gàidhlig eile gus ionnsachadh bho chàch a chèile agus an cleachdadh as fheàrr a leasachadh.  An cleachdadh as fheàrr a thaisbeanadh tro phròiseactan a tha maoinichte bho thabhartasan.  Lionraidhean a stèidheachadh agus a leasachadh le ar co-obraichean ann an àiteachan mar Èirinn, a' Chuimrigh agus Canada.  Rannsachadh mar a ghabhas dìon agus adhartachadh na Gàidhlig a bhith air amalachadh barrachd don obair againn agus ar poileasaidhean a tha cuimsichte air co-ionannachd agus in-ghabhail, agus càch a bhrosnachadh gus gabhail ris a' mhodh-obrach cheudna.	Roinn agus leasachadh deagh chleachdadh san roinn Ghàidhlig.  Ag ionnsachadh bho agus ag obair le càch, a' nochdadh thoraidhean meudaichte agus fiosraichte.  Solarachadh agus faotainn taic bho chàch san roinn againn.	Bliadhna 3



**10. We will celebrate our achievements and success in Gaelic and will work with others to share experiences and develop best practice.**

Our many successes in promoting Gaelic and celebrating our heritage over the years include community outreach activities including work with Gaelic speakers in Gigha and the Isle of Lewis. Creative outputs such as our *Light Waves* film and our work with Gaelic artists. Learning resources such as our Gaelic card games *Làmh an Uachdar* and *Ceart no Ceàrr*, our Gaelic thesaurus with terms related to the historic environment and innovative use of technology such as QR codes linking to Gaelic videos that have been watched across many of our sites.

We are keen to share our learning and continue to develop our national and international networks in order to secure a sustainable future for Gaelic communities, the language and our historic environment.

Objectives	Action Required	Impact	Target Date
(A) Celebrate our achievements and success.	Celebrate our achievements and successes through internal and external networks such as Community Connections.	Raised awareness of our achievements and successes.  Supporting sharing of ideas within heritage and Gaelic sectors.	Annually
(B) Sharing and learning best practice with others.	Show leadership in the sector by sharing learning from our activities and research with others such as our Gaelic Interpretation Review.  Develop national and international networks and identify opportunities for collaboration with other Gaelic officers in order to learn from each other and develop best practice.  Demonstrate best practice throughout grant funded projects.  Establish and develop networks with our counterparts in places such as Ireland, Wales and Canada.  Investigate how the protection and promotion of Gaelic can be further integrated into our work and policies centred around equality and inclusion and inspire others to take a similar approach.	Sharing and developing best practice in Gaelic sector.  Learning from and working with others resulting in increased and more informed outputs.  Providing and receiving support from others in our sector.	Year 3





## AMASAN SEIRBHEIS CHORPORRA

### INBHE

<b>Cleachdadh làithreach</b>		
<ul style="list-style-type: none"> <li>• Suaicheantas is branndadh ÀEA ann an Gàidhlig agus Beurla.</li> <li>• Soidhneachd a' cleachdadh Gàidhlig gu dà-chànanach no mar eileamaid.</li> <li>• Tha soidhneachd eadar-mhineachaidh aig 69 de ar làraichean dà-chànanach no le eileamaidean Gàidhlig.</li> <li>• Beagan soidhneachd shealach dà-chànanach no le eileamaidean Gàidhlig (m.e. ath-thughadh Taigh-dubh Àrnoil, soidhneachd sealach ga àth-ùrachadh aig Caisteal Chiosmail).</li> </ul>		
<b>Buil Ion-mhiannaichte</b>	<b>Gnìomhan Riatanach</b>	<b>Ceann-là Targaid</b>
<p><b>Suaicheantas agus brannd</b></p> <p>Bidh an suaicheantas is branndadh corporra ann an Gàidhlig agus Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ath-ùrachaidh sam bith. Bu chòir don t-suaicheantas follaiseachd cho-ionann don dà chànan a thaisbeanadh.</p>	<p>Rannsaichidh sinn cruthachadh air suaicheantasan is branndadh ann an Gàidhlig agus Beurla do ar fo-bhrannan nach eil ach ann am Beurla gu làithreach. Nì sinn ath-sgrùdadh air ar stiùireadh làithreach gus dèanamh cinnteach gu bheil ar suaicheantas agus branndadh an-còmhnaidh air an cleachdadh gu h-iomchaidh.</p>	Bliadhnail
<p><b>Soidhneachd</b></p> <p>Bidh soidhneachd fhollaiseach a' cleachdadh Gàidhlig agus Beurla mar phàirt de phròiseas ath-ùrachaidh sam bith.</p>	<p>Nuair a bhios sinn ag ath-ùrachadh no ag ionadachadh soidhneachd stèidhichte a-staigh no a-muigh aig aon sam bith de ar n-oifisean, bidh an t-soidhneachd ùr dà-chànanach.</p> <p>Leanaidh sinn air adhart ag ath-ùrachadh is ag ionadachadh soidhneachd eadar-mhineachaidh Gàidhlig a th'ann mar-tha agus a' sireadh chothroman gus barrachd soidhneachd eadar-mhinicheadh a tha dà-chànanach, no aig a bheil eileamaidean Gàidhlig, a chruthachadh.</p>	Bliadhnail

# CORPORATE SERVICE AIMS

## STATUS

<b>Current Practice</b>		
<ul style="list-style-type: none"> <li>• HES logo and branding is in both Gaelic and English</li> <li>• Signage uses Gaelic bilingually or as element</li> <li>• 69 of our sites have bilingual or Gaelic elements in interpretation signage</li> <li>• Some temporary signage is bilingual or has Gaelic elements (e.g., re-thatching at Arnol Blackhouse, temporary signage refresh for Kisimul Castle)</li> </ul>		
<b>Desired Outcome</b>	<b>Actions Required</b>	<b>Target Date</b>
<p><b>Logo and brand</b> Render the corporate logo and branding 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>We will explore the creation of Gaelic and English logos and branding for our sub-brands that have English only at present. We will review our current guidance to ensure our HES logo and branding are always used appropriately.</p>	<p>Annually</p>
<p><b>Signage</b> Prominent signage will include Gaelic and English as part of any renewal process.</p>	<p>When we renew or replace internal and external fixed signage at any of our offices, the replacement signage will be bilingual.</p> <p>We will continue to renew or replace existing Gaelic interpretation related signage and seek opportunities to create additional interpretation related signage that is bilingual or has Gaelic elements.</p>	<p>Annually</p>





## CONALTRADH LEIS A' PHOBALL

<b>Cleachdadh làithreach</b>		
<ul style="list-style-type: none"> <li>• Ar duilleag 'Cuir fios thugainn' ag aithris gu bheil sinn a' cur fàilte air conaltradh ann an Gàidhlig.</li> <li>• Poileasaidh Stiùireadh Chonaltraidhean Gàidhlig againn air an taobh a-staigh.</li> <li>• Conaltraidhean Gàidhlig uile air an stiùireadh gu ar sgioba Ghàidhlig.</li> <li>• Tha sinn a' freagairt chonaltraidhean Gàidhlig uile (post, post-d agus meadhanan sòisealta) ann an Gàidhlig.</li> <li>• Cuid de cho-obraichean a' cleachdadh abairtean Gàidhlig ann an coinneamhan le luchd-èisteachd nàiseanta agus eadar-nàiseanta.</li> </ul>		
<b>Buil Ion-mhiannaichte</b>	<b>Gnìomhan Riatanach</b>	<b>Ceann-là Targaid</b>
<b>Adhartachadh</b> Teachdaireachd dheimhinneach gu bheil conaltradh bhon phoball ann an Gàidhlig an-còmhnaidh di-beathte.	Leanaidh sinn ag adhartachadh teachdaireachd dheimhinneach gu bheil conaltradh bhon phoball ann an Gàidhlig an-còmhnaidh di-beathte.	Bliadhnaile
<b>Conaltradh Sgrìobhte</b> Thathar an-còmhnaidh a' gabhail ri conaltradh sgrìobhte (post, post-d agus meadhanan sòisealta) agus thèid freagairt ann an Gàidhlig ann an co-rèir ri poileasaidh coitcheann.	Leanaidh sinn air adhart a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig tron phost, post-d agus meadhanan sòisealta, agus freagraidh sinn a' leantainn ar Stiùiridh Chonaltraidhean Sgrìobhte. Leanaidh sinn air adhart a' strì ri comas a thoirt do cho-obraichean taobh a-muigh na sgioba Ghàidhlig air freagairt do chonaltradh sgrìobhte ann an Gàidhlig.	Bliadhnaile
<b>Fàilteachas agus fòn</b> Far an urrainn do cho-obraichean ÀEA le Gàidhlig an t-seirbheis seo a sholarachadh, gheibh iad taic air sin a dhèanamh agus tha an t-seirbheis air a h-adhartachadh don phoball.	Bheir sinn taic agus misneachd do cho-obraichean fàilteachais a' dèiligeadh ri luchd-tadhail gu fàilte agus abairtean Gàidhlig a chleachdadh ann am puist-d, air a' fòn agus gu pearsanta.	Bliadhnaile
<b>Coinneamhan poblach</b> Thathar gu cunbhalach a' rannsachadh agus ag adhartachadh chothroman air coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig.	Cumaidh sinn coinneamhan poblach gu dà-chànanach nuair a tha susbaint na coinneimh co-cheangailte ri Gàidhlig no gu bheil 20% den àireamh-sluaigh a' labhairt Gàidhlig san sgìre far a bheil a' choinneamh phoblach ga cumail.  Misnichidh sinn cleachdadh air fàilte agus abairtean ann an Gàidhlig aig coinneamhan nach eil air an cumail gu dà-chànanach.	Bliadhnaile



## COMMUNICATING WITH THE PUBLIC

<p><b>Current Practice</b></p> <ul style="list-style-type: none"> <li>• Our 'Contact us' page states that we welcome communication in Gaelic</li> <li>• We have an internal Gaelic Communications Guidance policy</li> <li>• All Gaelic communications are directed to our Gaelic team</li> <li>• We respond to all Gaelic communications (post, email and social media) in Gaelic</li> <li>• Some colleagues use Gaelic phrases in meetings with national and international audiences</li> </ul>		
Desired Outcome	Actions Required	Target Date
<p><b>Promotion</b> Positive message that communication from the public in Gaelic is always welcome.</p>	<p>We will continue to promote positive message that communication from the public in Gaelic is always welcome.</p>	<p>Annually</p>
<p><b>Written Communication</b> Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	<p>We will continue to accept written communication in Gaelic by post, email and social media and reply following our Gaelic Written Communications Guidance. We will continue to aspire to colleagues outwith the Gaelic team being able respond to written communication in Gaelic.</p>	<p>Annually</p>
<p><b>Reception and phone</b> Where Gaelic speaking HES colleagues can provide this service, they are supported to do so, and the service is promoted to the public.</p>	<p>We will support and encourage reception and visitor facing colleagues to use Gaelic greetings and phrases in emails, on the phone and in person.</p>	<p>Annually</p>
<p><b>Public meetings</b> Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	<p>We will hold public meetings bilingually when the meeting content is related to Gaelic or 20% of the population speak Gaelic in the area where the public meeting is being held.</p> <p>We will encourage the use of Gaelic greetings and phrases at meetings that are not held bilingually.</p>	<p>Annually</p>



## FIOSRACHADH

<b>Cleachdadh làithreach</b>		
<ul style="list-style-type: none"> <li>• Brathan naidheachd co-cheangailte ri ar Plana Gàidhlig agus pròiseactan taic uile dà-chànanach.</li> <li>• Bidh sinn a’ sgaoileadh brathan naidheachd dà-chànanach uaireannan airson gnìomhachdan eile.</li> <li>• Tha an sgioba Gàidhlig againn a’ toirt seachad agallamhan mheadhanan ann an Gàidhlig.</li> <li>• Bidh sinn a’ foillseachadh puist mheadhanan sòisealta agus puist bhlogan co-cheangailte ri cànan is cultar na Gàidhlig.</li> <li>• Anns an earrann Ghàidhlig air an làraich-lìn againn, tha co-fhaclair Àrainneachd Eachdraidheil agus measgachadh de ghoireasan Gàidhlig eile.</li> <li>• Tha seòlaidhean sna liostaichean reachdail aig a bheil ceangal làidir le Gàidhlig, ann an Gàidhlig agus Beurla.</li> <li>• Tha eadar-mhìneachadh aig cuid de ar làraichean. Ma tha eadar-mhìneachadh Gàidhlig ga chleachdadh, tha e dèante gu h-iomlan dà-chànanach no le ìre de Ghàidhlig air a ghabhail a-steach ann. Tha an eadar-mhìneachadh seo air a thaisbeanadh ann an iomadh chruth a gabhail a-steach soidhneachd, goireasan didseatach, bhidiothan còd QR, leabhraichean-iùil agus iùil claisneachd. Nar n-eadar-mhìneachaidhean Gàidhlig, tha sinn a’ strì ri sealladh de chultar Gàidhlig a riochdachadh a tha stèidhichte air an fhianais as fheàrr a tha ri faotainn.</li> <li>• Taisbeanaidhean sealach a’ cleachdadh Gàidhlig.</li> <li>• Cleachdadh air Gàidhlig ann am foillseachaidhean corporra air a mheas iomchaidh. Far nach eil foillseachaidhean dà-chànanach, tha cuid a’ gabhail a-steach thiotalan, cinn agus susbaint dà-chànanach.</li> </ul>		
<b>Buil Ion-mhiannaichte</b>	<b>Gnìomhan Riatanach</b>	<b>Ceann-là Targaid</b>
<b>Brathan naidheachd</b> Brathan naidheachd àrd-iomhaigheil agus brathan naidheachd co-cheangailte ri Gàidhlig uile air an cuairteachadh ann an Gàidhlig agus Beurla.	Leanaidh sinn air adhart a’ dèanamh cinnteach gu bheil brathan naidheachd àrd-iomhaigheil agus brathan naidheachd co-cheangailte ri Gàidhlig uile air an cuairteachadh 's air an adhartachadh ann an Gàidhlig agus Beurla.	Bliadhnail
<b>Meadhanan Sòisealta</b> Susbaint Ghàidhlig ga sgaoileadh gu cunbhalach tro mheadhanan sòisealta, air a stiùireadh leis an ìre de fhìor luchd-cleachdaidh agus luchd-cleachdaidh san amharc.	Leanaidh sinn a’ dèanamh cinnteach gu bheil susbaint Ghàidhlig ga sgaoileadh gu cunbhalach tro na meadhanan sòisealta, air a stiùireadh leis an ìre de luchd-cleachdaidh fìor agus san amharc, a’ cleachdadh #Gàidhlig agus #Cleachdi mar as iomchaidh. Meudachaidh sinn susbaint air loidhne is air ar meadhanan sòisealta le 10 gu bliadhnail.	Bliadhnail
<b>Làrach-lìn</b> Bu chòir do shusbaint Ghàidhlig a bhith ri fhaotainn air làrach-lìn an ùghdarrais phoblaich, le cuideam ga chur air na duilleagan leis an ruigsinneachd as àirde.	Leanaidh sinn a’ gabhail a-steach susbaint Ghàidhlig air an làraich-lìn againn, a’ dèanamh cinnteach gum beachdaich leasachadh air an làraich-lìn san àm ri teachd air an dòigh as fheàrr air susbaint Ghàidhlig adhartachadh.	Bliadhnail
<b>Foillseachaidhean Corporra</b> Air an toirt gu buil ann an Gàidhlig agus Beurla, le prìomhachas ga thoirt dhaibhsan leis a’ chomas ruigsinneachd as àirde.	Foillseachaidhean corporra air an toirt gu buil ann an Gàidhlig agus Beurla nuair a tha e luachmhor agus ion-obrachail gu h-eaconamach sin a dhèanamh. Nuair nach eil foillseachaidhean dà-chànanach, bidh cuid aca le tiotalan, cinn agus susbaint dà-chànanach.	Bliadhnail
<b>Goireas cànan</b> Tha pròiseas na àite airson dèanamh cinnteach gu bheil càileachd agus ruigsinneachd na Gàidhlig àrd anns an fhiosrachadh chorporra uile.	Tha fiosrachadh corporra uile a tha air a sgaoileadh ann an Gàidhlig, air a dhealbhadh gus a bhith de chàileachd agus ruigsinneachd àrd.  Leanaidh sinn a’ cleachdadh eadar-theangair agus dearbh-leughadair proifeiseanta airson pìosan nas motha de dh’obair eadar-theangachaidh.	Bliadhnail
<b>Taisbeanaidhean</b> Bu chòir do chothroman air taisbeanaidhean poblach a libhrigeadh gu dà-chànanach no ann an Gàidhlig a bhith ga rannsachadh air bhunait chunbhalach, le prìomhachas ga thoirt dhaibhsan leis a’ chomas buaidhe as àirde.	Leanaidh sinn a’ libhrigeadh taisbeanaidhean poblach agus tachartasan gu dà-chànanach, mar as iomchaidh.  Bidh sinn a’ sireadh tuilleadh chothroman airson tachartasan poblach a libhrigeadh gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt dhaibhsan leis a’ chomas buaidhe as àirde.	Bliadhnail

## INFORMATION

<b>Current Practice</b>		
<ul style="list-style-type: none"> <li>• All news releases relating to our Gaelic Language Plan and supporting projects are bilingual</li> <li>• We occasionally issue bilingual news releases for other activities</li> <li>• Our Gaelic team provide media interviews in Gaelic</li> <li>• We publish social media and blog posts relating to Gaelic language and culture</li> <li>• We have a Gaelic section on our website, which includes our Historic Environment thesaurus and a variety of other Gaelic resources</li> <li>• Statutory listings that have a strong connection with Gaelic have addresses that are both in Gaelic and English</li> <li>• There is interpretation in Gaelic at our some of our sites. If Gaelic language interpretation is included, it is done fully bilingually, or with a level of Gaelic incorporation. This interpretation is presented in a variety of forms including signage, digital resources, QR code videos, guidebooks and audio tours. In our Gaelic interpretations, we strive to present a view of Gaelic culture that is based on the best available evidence.</li> <li>• Temporary exhibitions using Gaelic</li> <li>• Gaelic is used in corporate publications as considered appropriate. Where publications are not bilingual, some include bilingual titles, headings and content</li> </ul>		
<b>Desired Outcome</b>	<b>Actions Required</b>	<b>Target Date</b>
<b>News releases</b> High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	We will continue to ensure high profile news releases and all news releases related to Gaelic are circulated and promoted in both Gaelic and English.	Annually
<b>Social Media</b> Gaelic content distributed regularly through social media, guided by the level of actual and potential users	We will continue to ensure Gaelic content is distributed regularly through social media, guided by the level of actual and potential users using #Gàidhlig and #Cleachdi where appropriate. We will increase Gaelic web content and social media posts by 10 on a yearly basis.	Annually
<b>Website</b> Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	We will continue to include Gaelic content on our website and ensure any future website development considers best practice in promoting Gaelic content.	Annually
<b>Corporate Publications</b> Produced in Gaelic and English, with priority given to those with the highest potential reach.	Corporate publications are produced in Gaelic and English when it is valuable and economically viable to do so. Where publications produced are not bilingual, some will include bilingual titles, headings and content.	Annually
<b>Language utility</b> A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.	All corporate information released in Gaelic is designed to be of high quality and high accessibility.  We will continue to use a professional translator and proofreader for larger pieces of Gaelic translation work.	Annually
<b>Exhibitions</b> 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.	We will continue to deliver public exhibitions and events bilingually where appropriate.  We will seek further opportunities to deliver public events bilingually or in Gaelic with priority given to those with the highest potential impact.	Annually

## CO-OBRAICHEAN

<b>Cleachdadh làithreach</b>		
<ul style="list-style-type: none"> <li>In-sgrùdadh bho loidhne-tim an eagran roimhe agus leanaidh sinn a' coileanadh in-sgrùdaidhean ann an eagrain ar Plana Gàidhlig san àm ri teachd, a' toirt air adhart ghnìomhan a tha stèidhichte air na toraidhean.</li> <li>Trèanadh ann an sgilean cànan agus ann am mothachadh don Ghàidhlig na thairgse fhosgailte do cho-obraichean.</li> <li>Tha cothrom aig co-obraichean agus tha iad air an comharrachadh a dh'ionnsaigh ghoireasan ionnsachaidh na Gàidhlig.</li> <li>Tha cuid de cho-obraichean ag ionnsachadh Gàidhlig tro ghoireasan leithid Learn Gaelic, Duolingo agus a' com-pàirteachadh ann an cùrsaichean air an ruith le Sabhal Mòr Ostaig.</li> </ul>		
<b>Buil Ion-mhiannaichte</b>	<b>Gnìomhan Riatanach</b>	<b>Ceann-là Targaid</b>
<b>In-sgrùdadh</b> Coileanadh in-sgrùdadh air sgilean Gàidhlig agus feumalachdan trèanadh tro bheatha a' phlana.	Leanaidh sinn a' coileanadh in-sgrùdaidhean air sgilean Gàidhlig agus feumalachdan trèanadh cho-obraichean tro bheatha gach eagran. Leanaidh sinn a' toirt ghnìomhan air adhart stèidhichte air toraidhean nan in-sgrùdaidhean sin.	Bliadhna 1
<b>Inntrigeadh</b> Fiosrachadh mu phlana Gàidhlig an ùghdarrais phoblach air a ghabhail a-steach do dh'inntrigidhean cho-obraichean ùra.	Roinnidh sinn ar plana Gàidhlig agus bidh trèanadh ann am mothachadh don Ghàidhlig ri sholarachadh ann an inntrigidhean cho-obraichean ùra.	Bliadhna 2
<b>Trèanadh cànan</b> Trèanadh is leasachadh ann an sgilean Gàidhlig air an tairginn do cho-obraichean, gu h-àraid a thaobh buileachadh air plana Gàidhlig an ùghdarrais phoblach.	Leasaichidh sinn ar tairgse làithreach a thaobh cànan, trèanadh agus leasachadh sgilean Gàidhlig do cho-obraichean gus an coilean iad an ìre riatanach no ion-mhiannaichte aca de eòlas agus fileantachd.	Bliadhna 1
<b>Trèanadh mothachaidh</b> Trèanadh mothachaidh Gàidhlig ga thabhann do cho-obraichean, le prìomhachas ga thoirt do stiùirichean, buill bùird agus co-obraichean a tha a' dèiligeadh gu dìreach ris a' phoball.	Leanaidh sinn a' libhrigeadh agus a' leasachadh ar trèanadh ann am mothachadh Gàidhlig a tha ga thabhann do cho-obraichean, le prìomhachas ga thoirt do stiùirichean, buill bùird agus co-obraichean a tha a' dèiligeadh gu dìreach ris a' phoball.	Bliadhna 1
<b>Trusadh</b> A' toirt aithne agus spèis do sgilean Gàidhlig taobh a-staigh a' phròiseis thrusaidh air feadh an ùghdarrais phoblach.	Leanaidh sinn a' toirt aithne agus spèis do sgilean Gàidhlig taobh a-staigh a' phròiseis thrusaidh agus bidh sinn a' sireadh tuilleadh chothroman airson sin a dhèanamh ann an ath-dhealbhadh sam bith air a' phròiseas trusaidh.	Bliadhna 1
<b>Trusadh</b> Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no ion-mhiannaichte ann an tuairisgeulan obrach gus am plana Gàidhlig a libhrigeadh ann an co-rèir ri comhairle trusaidh Bhòrd na Gàidhlig.	Bidh sinn a' sanasachadh dhreuchdan mar Ghàidhlig riatanach agus Gàidhlig ion-mhiannaichte, mar as iomchaidh.	Bliadhna 2
<b>Trusadh</b> Sanasan obrach dà-chànanach no Gàidhlig a-mhàin do dhreuchdan uile far a bheil Gàidhlig na sgil riatanach	Leanaidh sinn a' cruthachadh shanasan obrach dà-chànanach no Gàidhlig a-mhàin do dhreuchdan uile far a bheil Gàidhlig na sgil riatanach.	Bliadhna 1

## CORPAS NA GÀIDHLIG

<b>Buil Ion-mhiannaichte</b>	<b>Gnìomhan Riatanach</b>	<b>Ceann-là Targaid</b>
<b>Gnàthachas Litreachaidh na Gàidhlig</b> Leanaidh an Gnàthachas Litreachaidh Gàidhlig as ùire a thaobh stuthan sgrìobhte uile a tha air an toirt gu buil leis an ùghdarrais phoblach.	Cumaidh sinn a' leantainn an Gnàthachas Litreachaidh Gàidhlig as ùire a thaobh stuthan sgrìobhte uile a bheir sinn gu buil.	Bliadhna 1
<b>Ainmean-àite</b> Comhairle mu ainmean-àite Gàidhlig bho Ainmean-Àite na h-Alba ga shireadh agus ga chleachdadh.	Leanaidh sinn a' sireadh agus a' cleachdadh comhairle mu ainmean-àite Gàidhlig bho Ainmean-Àite na h-Alba.	Bliadhna 1

## COLLEAGUES

<b>Current Practice</b>		
<ul style="list-style-type: none"> <li>Internal audit in timeline of the last edition and will continue to conduct internal audits in future editions of our Gaelic Language Plan and take forward actions based on the findings</li> <li>Gaelic awareness and language skills training is an open offer to colleagues</li> <li>Colleagues have access and are signposted to resources to learn Gaelic</li> <li>Some colleagues are learning Gaelic through resources such as Learn Gaelic, Duolingo and participating in courses run by Sabhal Mòr Ostaig</li> </ul>		
<b>Desired Outcome</b>	<b>Actions Required</b>	<b>Target Date</b>
<b>Internal audit</b> Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	We will continue to conduct internal audits of Gaelic skills and training needs of our colleagues through the life of each edition. We will continue to take forward actions based on the findings of these internal audits.	Annually
<b>Induction</b> Knowledge of the public authority's Gaelic language plan included in new colleague inductions	We will share our Gaelic language plan and provide Gaelic awareness training in new colleague inductions	Year 2
<b>Language training</b> Gaelic language skills training and development offered to colleagues, particularly in relation to implementing the public authority's Gaelic language plan.	We will develop our current offer for colleagues in terms of Gaelic language skills, training and development in order that they can achieve their required or desired level of knowledge and fluency.	Annually
<b>Awareness training</b> Gaelic awareness training offered to colleagues, with priority given to directors, board members and colleagues dealing directly with the public.	We will continue to deliver and develop our Gaelic awareness training offered to colleagues with priority given to directors, board members and colleagues dealing directly with the public.	Annually
<b>Recruitment</b> Recognising and respecting Gaelic skills within the recruitment process throughout the public authority.	We will continue to recognise and respect Gaelic skills within the recruitment process and seek further opportunities to do so in any redesign of the recruitment process.	Year 2
<b>Recruitment</b> 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.	We will advertise roles as Gaelic essential and Gaelic desirable where appropriate.	Year 2
<b>Recruitment</b> Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	We will continue to create bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Annually

## GAELIC LANGUAGE CORPUS

<b>Desired Outcome</b>	<b>Actions Required</b>	<b>Target Date</b>
<b>Gaelic Orthographic Conventions</b> The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	We will continue to follow the most recent Gaelic Orthographic Conventions in relation to all written materials that we produce.	Annually
<b>Place-names</b> Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	We will continue to seek and use Gaelic place name advice from Ainmean-Àite na h-Alba.	Annually



## COILEANADH IS SGRÙDADH

- Thèid Buidheann Coileanadh is Sgrùdadh Plana Gàidhlig an stèidheachadh. Bidh dleastanas air a bhuidheann seo airson leasachadh, coileanadh is sgrùdadh de diofar phàirtean de ar Phlana Gàidhlig.
- Thèid plana-gnìomha air leasachadh a bheir iomradh air mion-fhiosrachadh, sgèilean-ama agus sgiobaidhean an sàs, gus gnìomhan, amasan agus PCC anns a Phlana Gàidhlig a choileanadh. Thèid aithisg ràitheil inntearnail air a dhèanamh agus air cho-roinn le Buidheann Coileanadh is Sgrùdadh Plana Gàidhlig.
- Thèid aithisg bliadhnail a dhèanamh do Bhòrd na Gàidhlig. Bidh an aithisg seo ri fhaighinn gu poblach air an làrach-lìn againn.
- Thèid Prìomh Chomharran Coileanaidh (PCC) air fhoillseachadh a chleachdas sinn gus measadh na tha sinn a' coileanadh.

## A' MEASADH NA THA SINN A' COILEANADH

Tha sinn air Prìomh Chomharran Coileanaidh (PCC) àrd-ìre a dhealbhadh gus a' measadh na tha sinn air choileanadh n-ar Plana Gàidhlig. Tha na PCC seo cuideachd a toirt taic ri na prìomhachasan ann an *Ar n-Àm a dh'Fhalbh*, *Ar n-Àm ri Teachd: Ro-innleachd airson Àrainneachd Eachdraidheil na h-Alba*, *Dualchas Dhuinn Uile* agus ar Planaichean Obrachadh Bliadhnail. Thèid aithisg ràitheil inntearnail air a dhèanamh stèidhichte air ar plana-gnìomha agus aithisg bliadhnail air a dhèanamh do Bòrd na Gàidhlig. Bidh an aithisg seo ri fhaighinn gu poblach air an làrach-lìn againn.



## IMPLEMENTATION AND MONITORING

- A Gaelic Language Plan Implementation and Monitoring Group will be established. This group will have responsibility for the development, implementation and monitoring of different aspects of our Gaelic Language Plan.
- A Gaelic Action Plan will be developed that will outline specific details, timescales, and teams involved, in order to achieve the actions, aims and KPIs set out in the Gaelic Language Plan. A quarterly internal progress report will be produced and shared with the Gaelic Language Plan Implementation and Monitoring Group.
- We will complete an annual monitoring report for Bòrd na Gàidhlig. This report will be made publicly available on our website.
- We will publish Key Performance Indicators (KPIs) that we will use to measure our success.

## MEASURING SUCCESS

We have identified high-level key performance indicators (KPIs) to measure the success of our Gaelic Language Plan. These KPIs also support the delivery of strategic priorities outlined in *Our Past, Our Future: The Strategy for Scotland's Historic Environment, Heritage for All*, and our Annual Operating Plans. We will produce a quarterly internal progress report based on our action plan and complete an annual monitoring report for Bòrd na Gàidhlig. We will make this report available to the public on our website.



A' toirt fàs air cleachdadh na Gàidhlig	
Builean a ghabhas libhrigeadh sa Plana Gàidhlig 2023-2026	Cò ris a bhios soirbheachas coltach
<b>PCC 1:</b> Bun-loidhne agus aithriseadh air tabhartasan is maoinachadh co-cheangailte ris a' Ghàidhlig air stèidheachadh.	Air bun-loidhne air àireamh agus nàdar nam pròiseactan co-cheangailte ris a' Ghàidhlig bho 2020 a tha air tabhartasan agus maoinachadh fhaighinn ro 6 Ògmhios 2024.  Air modhan tracadh a chruthachadh gus cunntas is meudachadh a thoirt air pròiseactan co-cheangailte ris a' Ghàidhlig ro crìoch a' Phlana Gàidhlig.
<b>PCC 2:</b> Measadh a dhèanamh air mar a dh'fhaodadh ÀEA barrachd a dhèanamh mar thaic do choimhearsnachdan ann an sgìrean far a bheil àireamh mhòr de luchd-labhairt Gàidhlig	Measadh a dhèanamh air mar a dh'fhaodadh ÀEA barrachd a dhèanamh mar thaic do choimhearsnachdan ann an sgìrean far a bheil àireamh mhòr de luchd-labhairt Gàidhlig ro 6 Ògmhios 2025.
A' toirt fàs air ionnsachadh na Gàidhlig	
Builean a ghabhas libhrigeadh sa Plana Gàidhlig 2023-2026	Cò ris a bhios soirbheachas coltach
<b>PCC 3:</b> Meudachadh air misneachd agus fileantachd cho-obraichean ÀEA sa Ghàidhlig	Stèidhichte air fianais bho ar Suirbhìdh Luchd-Obrach air Gàidhlig agus Albais 2022:  Tha fileantachd Gàidhlig cho-obraichean air a dhol suas bho 89 ann an 2022 gu co-dhiù 111 ann an 2026.  Tha misneachd cho-obraichean ann a bhith a' conaltradh ris a' phoball, coimhearsnachdan, no buidhnean eile air cùisean ÀEA co-cheangailte ris a' Ghàidhlig air a dhol suas bho 53 ann an 2022 gu co-dhiù 80 ann an 2026.
<b>PCC 4:</b> Meudachadh air tuigse cho-obraichean ÀEA air a' Ghàidhlig agus mar a bhuineas i ri ar n-obair.	Stèidhichte air fianais bho ar Suirbhìdh Luchd-Obrach air Gàidhlig agus Albais 2022:  Tha mothachadh cho-obraichean air dealasan ÀEA a thaobh na Gàidhlig taobh a-staigh Plana Gàidhlig ÀEA air a dhol suas bho 132 ann an 2022 gu co-dhiù 165 ann an 2026.  Tha mothachadh cho-obraichean air na seirbheisean agus an taic a tha sgioba Gàidhlig ÀEA a' toirt do luchd-obrach air a dhol suas bho 103 ann an 2022 gu co-dhiù 129 ann an 2026.  Tha àireamh mheudaichte ann de thachartasan, gnìomhachdan agus ghoireasan airson co-obraichean gus tuigse fhaighinn air cànan is cultar na Gàidhlig.
A' cur deagh ìomhaigh air adhart airson na Gàidhlig	
Builean a ghabhas libhrigeadh sa Plana Gàidhlig 2023-2026	Cò ris a bhios soirbheachas coltach
<b>PCC 5:</b> Air obair còmhla ri ar com-pàirtichean gus deagh chleachdadh sa Ghàidhlig a stèidheachadh agus a cho-roinn.	Leantainn air adhart ag obair le chom-pàirtichean le bhith a cur ri sruthan-obrach <i>Turasachd, Cultar agus Dualchas</i> agus <i>Eaconamaidh agus Margaid Obrach</i> fo iomairt Ìre Adhartais nas Luaithe Riaghaltas na h-Alba.  Ceannardas a thaisbeanadh san roinn le bhith a' roinn ionnsachadh bho ar gnìomhachdan is rannsachadh le càch, leithid ar Ath-sgrùdadh Eadar-mhineachaidh Gàidhlig ro crìoch a' Phlana Gàidhlig.  Air co-obrachadh le oifigearan Gàidhlig eile gus ionnsachadh bho chàch a chèile agus an cleachdadh as fheàrr a leasachadh ro crìoch a' Phlana Gàidhlig.
Amasan seirbheis chorporra	
Builean a ghabhas libhrigeadh sa Plana Gàidhlig 2023-2026	Cò ris a bhios soirbheachas coltach
<b>PCC 6:</b> 80% no barrachd de na h-Amasan Seirbheis Corporra a choileanadh ro dheireadh ar Plana Gàidhlig 2023-2026.	Ro dheireadh ar Plana Gàidhlig thèid 80% no barrachd de na h-Amasan Seirbheis Corporra a choileanadh.



<b>Increasing the Use of Gaelic</b>	
<b>Deliverables for Gaelic Language Plan 2023-2026</b>	<b>What Success Will Look Like</b>
KPI 1: Established baseline and reporting on Gaelic related grants and funding.	Baselined the number and nature of projects related to Gaelic since 2020 that have been awarded grants and funding by 6 June 2024.  Created tracking procedures in order to report on and increase the number of projects related to Gaelic by the end of the Gaelic Language Plan lifespan.
KPI 2: Completed scoping exercise to determine how HES can best support communities with a large number of Gaelic speakers.	Completed scoping exercise to determine how HES can best support communities with a large number of Gaelic speakers by 6 June 2025.
<b>Increasing the Learning of Gaelic</b>	
<b>Deliverables for Gaelic Language Plan 2023-2026</b>	<b>What Success Will Look Like</b>
KPI 3: Increased HES colleagues' confidence and fluency in Gaelic language.	Based on evidence from our Gaelic and Scots Staff Survey 2022 :  The Gaelic fluency of colleagues has increased from 89 in 2022 to at least 111 in 2026.  The confidence of colleagues in engaging with the public, communities, or other organisations on HES matters concerning Gaelic has increased from 53 in 2022 to at least 80 in 2026.
KPI 4: Increased HES colleagues' understanding of Gaelic and how it relates to our work.	Based on evidence from our Gaelic and Scots Survey 2022:  The awareness of colleagues of HES' commitments to Gaelic within the HES Gaelic Language Plan has increased from 132 in 2022 to at least 165 in 2026.  The awareness of colleagues of the services and support provided to staff by the HES Gaelic team has increased from 103 in 2022 to at least 129 in 2026.  The number of events, activities and resources for colleagues to gain an understanding of Gaelic language and culture has increased.
<b>Promoting a Positive Image of Gaelic</b>	
<b>Deliverables for Gaelic Language Plan 2023-2026</b>	<b>What Success Will Look Like</b>
KPI 5: Worked with our partners to establish and share best practice in Gaelic.	Continued to work with partners by contributing to the <i>Tourism, Culture and Heritage</i> and <i>Economy and Labour Market</i> workstreams under the Scottish Government's Faster Rate of Progress Initiative.  Showed leadership in the sector by sharing learning from our activities and research with others such as our Gaelic Interpretation Review by the end of the Gaelic Language Plan 2023-2026 timeline.  Worked with other Gaelic officers to learn from each other and develop best practice by the end of the Gaelic Language Plan 2023-2026 timeline.
<b>Corporate Service Aims</b>	
<b>Deliverables for Gaelic Language Plan 2023-2026</b>	<b>What Success Will Look Like</b>
KPI 6: Achieved 80% or more of the Corporate Service Aims by the end of our Gaelic Language Plan 2023-26.	By the end of our Gaelic Language Plan 2023-2026 at least 80% of the Corporate Service Aims will have been achieved.



## DLEASTANASAN

**Is e an t-àrd-mhanaidsear le uallaich iomlan airson ullachadh, leasachadh, cur air bhog, libhrigeadh, buileachadh agus sgrùdadh Plana Gàidhlig ÀEA:**

**Ceannard**

Historic Environment Scotland  
Longmore House, Salisbury Place  
Edinburgh EH9 1SH  
Post-d: chiefexecutive@hes.scot

**Airson ceistean co-cheangailte ri ar *Plana Gàidhlig*,  
cuir fios gu ar Manaidsear Poileasaidh Gàidhlig:**

**Catriona Nic IlleMhoire**

Manaidsear Poileasaidh Gàidhlig  
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## RESPONSIBILITY

**The senior manager with overall responsibility for plan preparation, development, launch, delivery, implementation and monitoring of HES's Gaelic Language Plan is:**

**Chief Executive**

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**For enquiries relating to our *Gaelic Language Plan*, please contact our Gaelic Language Policy Manager:**

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# Is e Àrainneachd Eachdraidheil Alba am prìomh bhuidheann poblach stèidhichte gus a bhith a' rannsachadh, a' toirt cùram do agus ag adhartachadh àrainneachd eachdraidheil Alba.

Tha sinn dealasach a thaobh dèanamh cinnteach gum bi am foillseachan seo ruigsinneach don h-uile duine. Ma tha feum agad air ann an cruth no cànan eile, nach cuir thu fios thugainn.

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