

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-2022 ANNUAL RETURN FORM 2021-2022

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

Fios bhon Phoball Communications from the Public	Cia mhead brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?	0
A' sgaoileadh fiosrachaidh Dissemination of information	Cia mhead pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?	DGC Lifelong learning (16 posts) DGC Twitter (16 posts)
	There was a significant increase in social media activity in relation to the promotion of Gaelic during 2022. Our DGC Lifelong Learning Facebook page has a reach of over 10,000 members. Please refer to Appendix 1 for examples of Social Media activity.	
	Cia mhead fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?	0
	Our Council contributed a statement to support the successful bid to the GLAIF to take forward a Gaelic Heritage value study. Internally, the Council have a Plain English policy and press releases aren't published in other languages.	

Luchd-obrach Staff	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna? How many staff received Gaelic skills training this year?</p> <p>Our Gaelic Language learning modules available were re-promoted to all staff and made more visible on our internal Council e-learning page.</p> <p>N.B – modules currently available:</p> <ul style="list-style-type: none"> • Self • Friends • Homes and routines • Hobbies • Food & Drink; festivals • Family • School • Animals. 	<p>4 staff completed the available Gaelic learning modules</p> <p>2 new Tutors enhanced their Gaelic skills through the D&G Council Youth Music Initiative</p>
	<p>Cia mheud dreuchd a th’ agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? How many posts do you currently have where Gaelic is an essential skill?</p>	0
	<p>Cia mheud neach-obrach a th’ agaibh an-dràsta aig a bheil sgilean Gàidhlig? How many staff currently within the organisation have Gaelic skills?</p>	<p>31 (speakers)</p> <p>25 (writers)</p> <p>32 (readers)</p> <p>N.B information taken from staff skills audit as part of the development of the new Gaelic Language Plan</p>

<p>Foillseachaidhean Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p> <p>Two other plans have been identified and we would plan to make the new Cultural Strategy and new Council Plan both bilingual when they are approved.</p>	1 – New Gaelic Plan
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many new bilingual signs has the organisation erected this year?</p> <p>Work has commenced to audit “welcome to” signage across the region (approx. 20 signs) linked to a previous Dumfries & Galloway Council decision, however due to a key member of staff retiring, progress paused during late 2022 and we plan to pick this up again in 2023.</p>	0

Prìomhachasan a’ Phlana Cànan Nàiseanta Gàidhlig

National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a’ bhuidhinn a’ toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

Our website has been updated to include the new Edition of our Plan. As discussions were ongoing with Bòrd na Gàidhlig for an extended period during the summer of 2022 this did not happen until August 2022.

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

D&G Youth Music Initiative (YMI)

- 120 participating YMI classes have been / are currently being introduced to basic Gaelic phrases through this project.
- **Please refer to Appendix 2 for full detail on this key initiative including a range of supporting videos.**

Participation in World Gaelic Week

We increased promotion of Gaelic through our DGC Lifelong Learning Facebook Page:

- This included our first participation in World Gaelic Week 2022 where we worked with Gaelic Dumgal to post content every day which asked our community to tell us about their favourite Gaelic words, songs, places, etc.

The Council has also developed a policy on use of Gaelic on e-mail disclaimers, etc, and this is to be rolled out during the 2nd quarter of 2023.

Gaelic Implementation Group

- One meeting of the newly formed Gaelic Language Implementation Group was held involving representation from Education, Communications, Customer Services and the Communities Directorate.

Ionnsachadh na Gàidhlig / Learning Gaelic

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

How is the organisation increasing the learning of Gaelic?

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

A'cur air adhart na Gàidhlig / Promoting Gaelic

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

How is the organisation promoting a positive image of Gaelic?

Our focus over the last year has been on building positive relationships with Voluntary Group Gaelic Dumgal as the lead provider of Gaelic Learning across Dumfries & Galloway.

This has led to the Council's Service Manager attending/feeding into quarterly meetings of Gaelic Dumgal with a number of opportunities for 22/23 being agreed/identified around:

- Investigating discounted use of Council facilities to establish new classes;
- Incorporating images within final version of our new Plan;
- Working with our Libraries Team to stock a new publication(Galloway – the Lost Province of Gaelic Scotland) which was written by Gaelic Dumgal Board member Mike Ansell. 6 copies of this book are now circulating within the library stock;
- The Libraries team are also investigating Gaelic related archives that may be held in storage;
- The Council made a successful joint application to GLAIF to undertake a Gaelic Heritage Value Study. During 2022 this led to a small sub-group being established with two reps from Gaelic Dumgal to help develop the tender specification and work through the procurement process. This is linked to a piece of work scheduled to be undertaken during the first part of 2023 to explore the following areas:

1) The contribution that Gaelic activities within the region currently play and could potentially play in terms of broadening the use, understanding and wider appreciation of Gaelic; and

2) the contribution that our local Gaelic heritage could bring to the cultural sector, tourism and the local economy.

- A press release statement on behalf of the Chair/Vice Chair of our Communities Committee was submitted to the Bòrd as part of a national press release in relation to GLAIF funding.

Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

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

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

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

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

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

During the summer of 2022, the Director of Bòrd na Gàidhlig met with the DGC Head of Education and other Council colleagues to discuss a stronger Education commitment which was to be included within the new Edition of the Gaelic Language Plan and was subsequently agreed.

This included undertaking an audit of primary and Secondary Schools to establish a baseline for the further development of GME and GLE.

To help resource this work Education advertised twice for a seconded opportunity to work on 1+2 languages but unfortunately there were no applicants. The link Senior Education Officer who was supporting this work retired in October 2022 and a replacement Officer has taken up post in early 2023. The plan is to undertake the audit in the first quarter of 2023.

Pàrantan Corporra

Corporate Parenting

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

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

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

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

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

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

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

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lionadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?

Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

No issues have been identified.

An equalities impact assessment was undertaken as part of the development of the new Plan and which involved representation from voluntary group Gaelic Dumgal. No issues of concern were identified.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

- Completion of Equalities Impact Assessment on the draft Gaelic Plan
- Equalities theme included with the CLD Plan 2021-2024 and which encourages learning opportunities for all

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

- Not specific to Gaelic, however our Youth Work team produced a new Youth Engagement Strategy which has been promoted across Community Planning Partners to help ensure the adoption of best practice.

Amasan airson Seirbhisean Corporra	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles			
<p>Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.</p>	<p>Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.</p>			
<p>Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.</p>	<p>Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.</p>	<p>There has been a significant increase in front facing Social media promotion of Gaelic with a high audience reach.</p> <p>This has been coupled with updates on our webpage and re-promoting Gaelic Language modules to staff.</p>		
<p>Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.</p>	<p>Third Parties Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.</p>			
<p>Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.</p>	<p>Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.</p>	<p>Work is progressing well in relation to the actions outlined within the new edition of the Plan with an increased number of Council Directorates aware of their responsibilities.</p>		
<p>Pàrantan Corporra Gu bheillear mothachail air na dleastanasan a th' ann mar Phàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànan eile.</p>	<p>Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.</p>			

Inbhe	Status			
<p>Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh. Bu chòir an aon ìre follaiseachd a bhith ann airson an dà chànan san t-suaicheantas.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process. The logo should demonstrate equal prominence for both languages.</p>	Bi-lingual logo available on our front facing website.		
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>	Investigation work through our Roads Services team as part of an audit is still in progress.		
Conaltradh leis a' phoball	Communicating with the public			
<p>Adhartachadh A' toirt teachdaireachd bhrosnachail seachad gum bithear daonnan a' cur fàilte air conaltradh a nì am mòr-shluagh ris an ùghdarras ann an Gàidhlig.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>	Message now included on website.		
<p>Conaltradh sgrìobhte Bithear daonnan a' gabhail ri conaltradh sgrìobhte ann an Gàidhlig (litrìchean, puist-d agus na meadhanan sòisealta) agus thèid freagairtean Gàidhlig a thoirt seachad a rèir a' phoileasaidh choitchinn.</p>	<p>Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	This has been adopted through our Communications Team.		
<p>Ionad-fàilte agus am fòn Nuair as urrainn do luchd-obrach le Gàidhlig an t-seirbheis seo a thoirt seachad, gheibh iad taic airson sin a dhèanamh, agus thèid sanasachd a dhèanamh air an t-seirbheis am measg a' mhòr-shluaigh.</p>	<p>Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>	There is no identified demand as of yet to provide this Service.		
<p>Coinneamhan Thèid coimhead gu cunbhalach air na cothroman a th' ann gus coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig, agus thèid sanasachd a dhèanamh orra.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	There is no identified demand as of yet to provide this Service.		

Fiosrachadh	Information			
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>Our local authority has a plain English policy in relation to press releases.</p> <p>We have recently managed to integrate some Gaelic words/phrases into Social Media activity referenced above.</p>		
<p>Na Meadhanan sòisealta Thèid susbaint Ghàidhlig a sgaoileadh gu cunbhalach sna meadhanan sòisealta, agus sin a rèir an uiread luchd-cleachdaidh Gàidhlig a th' ann agus a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p> <p>Please refer to Appendix 1.</p>	<p>Social media activity has significantly increased through our DGC Lifelong Learning Facebook and Twitter pages.</p> <p>Our Facebook Page has a reach of 10,000 and we have used this to promote new Gaelic learning opportunities, classes and events, however we are not seeing significant interactions from the public at the moment.</p>		
<p>An Làrach-lìn Bu chòir susbaint Ghàidhlig a bhith ri faotainn air làrach-lìn an ùghdarrais phoblaich, agus prìomhachas ga thoirt do na duilleagan a dh'fhaodadh an àireamh as motha de dhaoine a tharraing.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	<p>A dedicated Gaelic Language Plan page is in place with links to Gaelic Dumgal and Bòrd na Gàidhlig and we are working with Gaelic Dumgal to expand this during 2023.</p>		
<p>Foillsichidhean Corporra Thèid an ullachadh ann an Gàidhlig is Beurla, agus prìomhachas ga thoirt</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the</p>	<p>We have only translated the Gaelic Language</p>		

<p>don fheadhainn a dh'fhaodadh an àireamh as motha de dhaoine a leughadh.</p>	<p>highest potential reach.</p>	<p>Plan at present, however we have plans to increase this to include the new Council Plan and Cultural Strategy as an initial priority.</p>
<p>Tairbhe a' Chànain Bidh pròiseas ann gus dèanamh cinnteach gu bheil a' Ghàidhlig a gheibhear san fhiosrachadh chorporra uile aig deagh ìre agus gun gabh a tuigsinn</p>	<p>Language Utility A process is in place to ensure that the quality and accessibility of Gaelic language in all corporate information is high.</p>	<p>We have access to an internal Gaelic speaker/writer who is able to translate documentation where required.</p>
<p>Taisbeanaidhean Bu chòir beachdachadh gu cunbhalach air cothroman gus taisbeanaidhean poblach a shealltainn gu dà-chànanach no ann an Gàidhlig, le prìomhachas ga thoirt don fheadhainn a dh'fhaodadh a' bhuidhe as motha a thoirt air cùisean.</p>	<p>Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>	<p>Discussions have taken place with Gaelic Dumgal regarding future opportunities and this also links to the opportunities which may be identified through the Gaelic Heritage Value Study.</p>

Luchd-obrach	Staff			
<p>Sgrùdadh air sgilean Thèid sgrùdadh a dhèanamh air sgilean Gàidhlig an luchd-obrach agus na feumalachdan trèanaidh aca a thaobh Gàidhlig rè ùine gach plana.</p>	<p>Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	<p>A comprehensive Gaelic Language skills audit was undertaken as part of the consultation on the development of the new Plan during 2021 and generated 255 responses across a large array of Council departments. The results of this are contained within our new Plan.</p>		
<p>Fiosrachadh Inntrigidh Bidh fiosrachadh mu Phlana Gàidhlig an ùghdarrais phoblaich mar phàirt den fhiosrachadh inntrigidh a gheibh luchd-obrach ùr.</p>	<p>Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions</p>	<p>Knowledge and awareness of the Plan is increasing but further work is required to formally embed this as part of induction processes. The plan is for the Gaelic Language Plan awareness e-learning module to fulfill this requirement and this will be an action for 2023.</p>		
<p>Trèanadh cànan Thèid cothroman trèanaidh is leasachaidh airson sgilean Gàidhlig a thabhann don luchd-obrach, gu h-àraidh mar thaic do bhith a' coileanadh Plana Gàidhlig an ùghdarrais phoblaich.</p>	<p>Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.</p>	<p>We continue to offer and promote our internal Gaelic Learning Language modules, however there was limited uptake during 2022.</p>		
<p>Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air luchd-obrach aig àrd ìre, luchd co-dhùnaidh eile agus luchd-obrach air a bheil dleastanas a bhith a'</p>	<p>Awareness training Gaelic awareness training offered, with priority given to senior staff, other key decision makers and staff dealing directly with the public.</p>	<p>This will be covered within the Gaelic Language module planned for 2023.</p>		

conaltradh leis a' mhòr-shluagh.		
Fastadh A' toirt aithne do is a' cur sùim ann an sgilean Gàidhlig an lùib nam pròiseasan fastaidh air feadh an ùghdarrais phoblaich.	Recruitment Recognising and respecting Gaelic skills within the recruitment process throughout the authority	At the moment we haven't identified any specific posts which require Gaelic outwith with those supporting the D&G Youth Music Initiative.
Fastadh Bidh Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no a tha na buannachd ann an tuairisgeulan obrach gus cuideachadh le bhith a' cur a' Phlana Ghàidhlig an gnìomh agus a rèir an stiùiridh bho Bhòrd na Gàidhlig airson luchd-obrach fhastadh.	Recruitment Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	Following the next scheduled review of job descriptions we are considering making Gaelic skills a desirable criteria within Lifelong Learning related posts.
Fastadh Bidh sanasan-obrach dà-chànanach ann no ann an Gàidhlig a-mhàin airson a h-uile dreuchd far a bheil Gàidhlig na sgil riatanach.	Recruitment Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	We haven't identified any posts where this is a requirement.
Corpas na Gàidhlig	Gaelic Language Corpus	
Gnàthachas Litreachaidh na Gàidhlig Thèid cumail ris an tionndadh as ùire de Ghnàthachas Litreachaidh na Gàidhlig anns na stuthan sgrìobhaidh uile a thèid fhoillseachadh leis an ùghdarras phoblach.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	This is in place.
Ainmean-àite Iarrar agus gabhar ri comhairle bho Ainmean-Àite na h-Alba air ainmean-àite Gàidhlig.	Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	We have identified Place names as a key opportunity in partnership with Gaelic Dungal.