

# GAELIC LANGUAGE PLAN

## PLANA GÀIDHLIG

### 2017-2022

Created under the Gaelic Language (Scotland) Act 2005  
Chaidh am plana seo a chruthachadh ann an co-rèir ri Achd na Gàidhlig (Alba) 2005



Putting sport first  
Cur Spòrs air Thoiseach

sport  
scotland

spòrs  
alba

## Foreword

At **sportscotland** we see a Scotland where sport and physical activity are woven into the fabric of our society, positively impacting on our people and communities. There are many parallels between our vision and that of Bòrd na Gàidhlig: to build a sustainable future for Gaelic as a living language in modern Scottish life.

This sense of affinity allows our organisation to have a great clarity of purpose as we introduce and implement our first Gaelic Language Plan (2017-22), through which we aim to support Bòrd na Gàidhlig and meet the duties laid out in the Gaelic Language (Scotland) Act 2005.

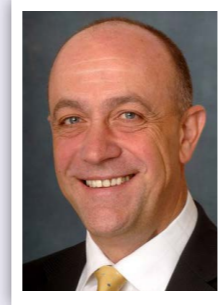
At **sportscotland** we are committed to promoting equality and inclusion, and in this we can identify another parallel with the work of Bòrd na Gàidhlig. The Gaelic language is a vital part of our national identity and, as such, demands equal respect.

Our Gaelic Language Plan will enable us to communicate positive messages and facilitate opportunity for Gaelic development throughout **sportscotland** networks and the wider Scottish sporting community.



Stewart Harris

Chief Executive  
**sportscotland**



## Ro-ràdh

Aig **spòrsalba** tha sinn a' faicinn dùthaich Alba far a bheil spòrs agus gnìomhachd chorporra fighte-fuaighte ann an dèanamh ar comainn-shòisealta, a' toirt buaidh dheimhinneach air ar daoine agus air ar coimhearsnachdan. Tha mòran cho-shìnidhean eadar an lèirsinn againn fhìn agus lèirsinn Bhòrd na Gàidhlig: suidheachadh seasmhach a thogail don Ghàidhlig mu choinneamh an ama ri teachd, mar chànan beò ann am beatha nuadh-aimsireil na h-Alba.

Tha am faireachdainn seo de chleamhnas a' ceadachadh don bhuidhinn againn a bhith fìor shoilleir mu ar n-adhbhar fhad 's a tha sinn a' cur an aithne agus a' toirt a' chiad Phlana Gàidhlig (2017-22) againn gu buil, tro bheil sinn ag amas air taic a thoirt do Bhòrd na Gàidhlig agus na dleastanasan a choileanadh a tha air am mìneachadh ann an Achd na Gàidhlig (Alba) 2005.

Aig **spòrsalba**, tha sinn dealasach a thaobh co-ionannachd agus in-ghabhail adhartachadh, agus leis an seo is urrainn dhuinn co-shìneadh eile a chomharrachadh le obair Bhòrd na Gàidhlig. Tha a' Ghàidhlig na pàirt dheatamach de ar fèin-aithne nàiseanta agus leis an sin ag àithneadh spèis co-ionann.

Bheir am Plana Gàidhlig comas dhuinn teachdaireachdan deimhinneach a chonaltradh agus cothroman a dhèanamh comasach do leasachadh na Gàidhlig air feadh lìonraidhean **spòrsalba** agus a' choimhearnachd spòrs fharsaing ann an Alba.



Stiùbhart Harris

Àrd-Ofigear  
**spòrsalba**



## Summary

**sportscotland** recognises that Gaelic is integral to Scotland's heritage, national identity and cultural life. We recognise our role in developing and promoting Gaelic within the sports sector.

**sportscotland** recognises that the position of Gaelic is extremely fragile. If Gaelic is to be revitalised as a living language in Scotland, the government, public and private sectors, community organisations and individual speakers will need to work together to:

- enhance the status of Gaelic;
- promote the acquisition and learning of Gaelic
- encourage the increased use of Gaelic.

This Gaelic Language Plan was developed using the statutory criteria set out in the 2005 Act. It is based on the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

This Plan describes how we will use Gaelic in our identity, communications, publications and staffing. It also sets out our plans to support the wider sport sector to use Gaelic. All Gaelic services and resources will demonstrate equal respect for Gaelic and English.

We will ensure that **sportscotland** staff are aware of this plan and their roles in it.

This plan will be our main contribution to the National Gaelic Language Plan. We will consider our Gaelic Language Plan commitments when we review policies, and ensure that the impact on Gaelic is in line with the National Gaelic Language Plan. This helps us support Gaelic as an everyday part of life in Scotland, in line with the normalisation principle.

## Geàrr-iomradh

Tha **spòrsalba** a' tuigsinn gu bheil a' Ghàidhlig na pàirt iomlan de dhualchas, fèin-aithne nàiseanta agus beatha chultarach na h-Alba. Tha sinn a' tuigsinn ar dleasanais a thaobh Gàidhlig a leasachadh agus adhartachadh taobh a-staigh na roinne spòrs.

Tha **spòrsalba** a' tuigsinn gu bheil suidheachadh na Gàidhlig anabarrach cugallach. Ma tha a' Ghàidhlig gu bhith air a h-ath-bheòthachadh mar chànan beò ann an Alba, bidh feum aig an riaghaltas, na roinnean poblach is prìobhaideach, buidhnean coimhearsnachd agus luchd-labhairt fa leth, air obrachadh còmhla gus:

- inbhe na Gàidhlig a neartachadh;
- togail is ionnsachadh na Gàidhlig adhartachadh;
- meudachadh ann an cleachdadh na Gàidhlig a bhrosnachadh.

Chaidh am Plana Gàidhlig seo a leasachadh a' cleachdadh shlatan-tomhais reachdail mar a tha air am mìneachadh ann an Achd 2005. Tha e stèidhichte air a' Phlana Ghàidhlig Nàiseanta agus air Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

Tha am Plana seo a' toirt iomradh air mar a chleachdas sinn Gàidhlig nar fèin-aithne, nar conaltraidhean, foillseachaidhean agus le luchd-obrach. Tha e cuideachd a' mìneachadh ar planaichean a thaobh taic a thoirt don roinn spòrs air fad gu Gàidhlig a chleachdadh. Bidh na seirbheisean agus goireasan Gàidhlig uile a' taisbeanadh spèis co-ionann do Ghàidhlig agus Beurla.

Nì sinn cinnteach gu bheil luchd-obrach **spòrsalba** mothachail don phlana seo agus an dleastanasan a tha na lùib.

Bidh am plana seo mar ar prìomh thabhartas don Phlana Ghàidhlig Nàiseanta. Beachdaichidh sinn air ar dealasan sa Phlana Ghàidhlig nuair a bhios sinn ag a ath-sgrùdadh phoileasaidhean, agus a' dèanamh cinnteach gu bheil a' bhuidhe air a' Ghàidhlig ann an co-rèir ris a' Phlana Ghàidhlig Nàiseanta. Tha seo gar cuideachadh gu taic a chur ris a' Ghàidhlig mar phàirt den bheatha làitheil ann an Alba, a rèir a' phrionnsapail àbhaisteachaidh.



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# Introduction

## Overview of sportscotland

### Who we are

**sportscotland** is the national agency for sport. We are the lead agency for the development of sport and we have a clear focus on building a world class sporting system for everyone in Scotland.

### About us

We are a non-departmental public body, responsible through ministers to the Scottish Parliament. We believe passionately that sport makes a positive and valuable contribution to personal, community and national wellbeing in Scotland. The power of sport means it contributes to the five strategic objectives outlined in *Scotland Performs*, which unite all public organisations in Scotland: wealthier and fairer, smarter, healthier, safer and stronger, and greener. Within this context sport contributes directly to the Scottish Government's vision of a Scotland where more people are more active more often, and the Active Scotland Outcomes Framework

### Our organisation

**sportscotland** has three directorates: sports development, high performance and corporate services. We deliver from bases across Scotland, including our headquarters in Glasgow, the **sportscotland** institute of sport in Stirling and our regional bases in Aberdeen, Dundee, Edinburgh and Inverness.

The **sportscotland** Trust Company operates three national training centres, Glenmore Lodge, Inverclyde, and Cumbrae. These centres provide quality, affordable and appropriate residential and sporting facilities for people to develop in sport.

# Cur an aithne

## Tar-shealladh air spòrsalba

### Cò sinn

Is e **spòrsalba** am buidheann nàiseanta airson spòrs. Is sinne am buidheann stiùiridh airson spòrs a leasachadh agus tha fòcas soilleir againn air siostam spòrs aig ìre chruinneil a thogail do gach neach ann an Alba.

### Mu ar deidhinn

Is e buidheann neo-roinneil poblach a th' annainn, cunntachail tro mhinistearan do Phàrlamaid na h-Alba. Tha sinn a' creidsinn gu dioghrasach gu bheil spòrs a' toirt cuideachadh deimhinneach agus luachmhor do shunnd phearsanta, agus do shunnd coimhearsnachd is nàiseanta ann an Alba. Tha cumhachd spòrs a' ciallachadh gu bheil e a' cur ri còig chinn-uidhe ro-innleachdail ann an Alba a' Coileanadh, a tha ag aonadh nam buidhnean poblach uile ann an Alba: nas saidhbhire is nas cothromaiche, nas glìce, nas fhallaine, nas sàbhailte is nas làidire, agus nas uaine. An taobh a-staigh a' cho-theacs seo, tha spòrs a' cur gu dìreach ri lèirsinn Riaghaltas na h-Alba de dhùthaich far a bheil barrachd dhaoine nas gnìomhaiche nas trice, agus ri Frèam Bhuilean Alba Ghnìomhach.

### Ar buidheann

Tha trì buidhnean stiùiridh ann an **spòrsalba**: leasachadh spòrs, àrd-choileanadh agus seirbheisean corporra. Tha sinn a' libhrigeadh bho bhunachasan air feadh Alba, a' gabhail a-steach ar prìomh oifis ann an Glaschu, institiùd spòrs **spòrsalba** ann an Sruighlea agus ar bunachasan roinneil ann an Obar Dheathain, Dùn Dè, Dùn Èideann agus Inbhir Nis.

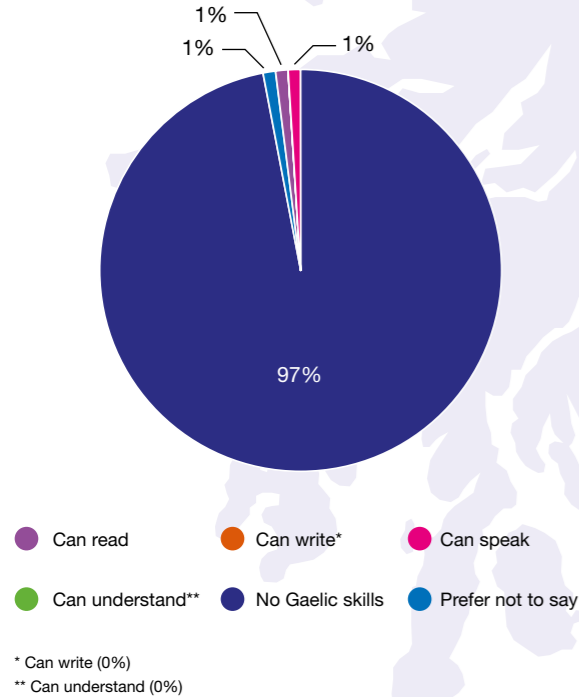
Tha Companaidh Urrais **spòrsalba** ag obrachadh trì ionadan trèanaidh nàiseanta, Loidse a' Ghlinne Mhòir, Inbhir Chluaidh agus Cumaradh. Tha na h-ionadan sin a' solarachadh ghoireasan àrd-inbheil air prìs reusanta, agus goireasan còmhnaidh iomchaidh is spòrs do dhaoine airson leasachadh ann an spòrs.

## Our Gaelic Capacity

**sportscotland** is required to produce a Gaelic Language Plan under the Gaelic Language Plan (Scotland) Act 2005. As such, we were keen to understand the Gaelic Language Skills of our staff.

We introduced questions on Gaelic skills in our annual staff surveys in 2016. We have used the 2016 survey results to inform this Plan. Fig. 1 shows the level of Gaelic language skills in **sportscotland**.

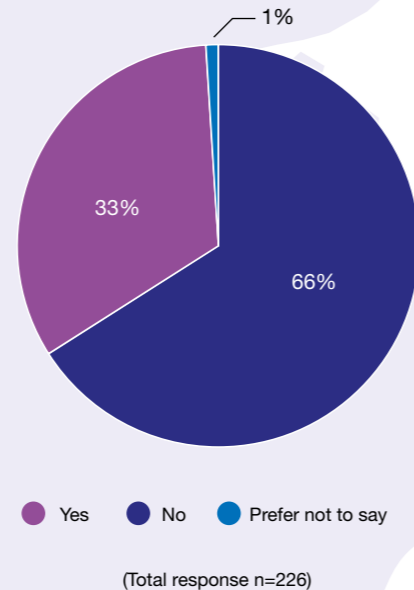
**Fig. 1: sportscotland Gaelic language skills**



The survey asked some additional questions to help us understand Gaelic Language Skills.

- The survey asked if staff were currently learning Gaelic. 99.6% of respondents answered 'no', and 0.4% preferred not to answer this question.
- The survey asked staff if they have a child in Gaelic Medium Education. 0.4% of respondents answered 'yes' to this, 98.2% answered 'no' and 1.3% of respondents preferred not to answer this question.
- The survey asked staff whether they would be interested in learning Gaelic. The responses are shown in Fig. 2.

**Fig. 2: sportscotland staff interested in learning Gaelic**

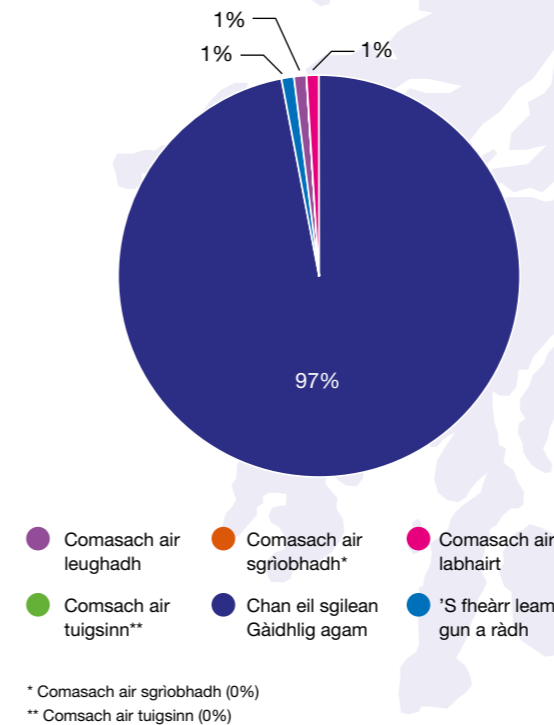


## Ar Comas Gàidhlig

Tha aig **spòrsalba** ri Plana Gàidhlig a thoirt gu buil fo Achd na Gàidhlig (Alba) 2005. Mar sin, bha sinn airson nan sgilean Gàidhlig aig ar sgioba-obrach a thuigsinn.

Chuir sinn ceistean mu sgilean Gàidhlig anns an t-suirbhidh luchd-obrach bhliadhnail againn ann an 2016. Tha sinn air toraidhean suirbhidh 2016 a chleachdadh gus am Plana seo fhiosrachadh. Tha Fig. 1 a' sealltainn na h-ìre de sgilean Gàidhlig ann an **spòrsalba**.

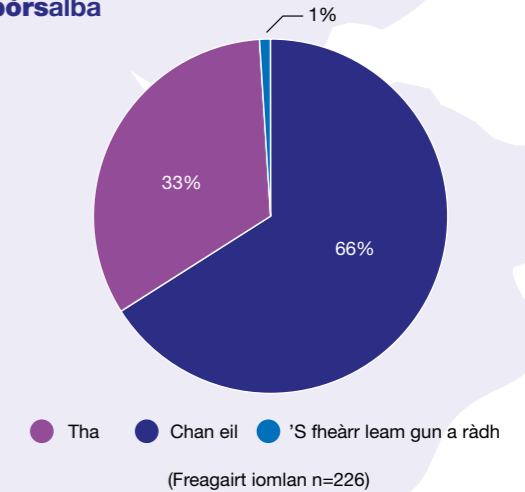
**Fig. 1: Sgilean Gàidhlig spòrsalba**



Bha an t-suirbhidh a' faighneachd cuid de cheistean a bharrachd gus ar cuideachadh gu ar sgilean Gàidhlig a thuigsinn.

- Dh'fhaighnich an t-suirbhidh an robh an luchd-obrach ag ionnsachadh Gàidhlig gu làithreach. Fhreagair 99.6% den luchd-fhreagairt 'chan eil', agus roghnaich 0.4% gun a' cheist seo a fhreagairt.
- Dh'fhaighnich an t-suirbhidh don luchd-obrach a bheil pàiste aca ann am Foghlam tro Mheadhan na Gàidhlig. Fhreagair 0.4% den luchd-fhreagairt 'tha' don seo, fhreagair 98.2% 'chan eil' agus roghnaich 1.3% den luchd-fhreagairt gun a' cheist seo a fhreagairt.
- Dh'fhaighnich an t-suirbhidh don luchd-obrach am biodh ùidh aca ann an ionnsachadh na Gàidhlig. Tha na freagairtean rim faicinn ann am Fig. 2.

**Fig. 2: Le ùidh ann an ionnsachadh Gàidhlig aig spòrsalba**



## Gaelic Language (Scotland) Act 2005 and the issuing of a notice

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

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is **sportscotland's** Gaelic Language Plan 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.

## Consultation on a draft Gaelic Language Plan

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. **sportscotland** performed a public consultation on our Gaelic Language Plan. A report was submitted on 30th June 2017

## Approval of **sportscotland's** Gaelic Language Plan

**sportscotland's** Gaelic Language Plan was submitted to Bòrd na Gàidhlig for approval on 30th June 2017.

## Achd na Gàidhlig (Alba) 2005 agus sgaoileadh fios

Chaidh Achd na Gàidhlig (Alba) 2005 a chur an gnìomh le Pàrlamaid na h-Alba le amas air inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh spèis co-ionann ri Beurla.

B' e aon de phrìomh fheartan Achd 2005 comasachd a thoirt do Bhòrd na Gàidhlig gu riatanas a chur air ùghdarrasan poblach am Plana Gàidhlig aca ullachadh. Bha an solar seo air a dheilbh gus a dhèanamh cinnteach gum bi an roinn phoblach ann an Alba a' coileanadh am pàirt fhèin ann an cruthachadh seasmhachd don Ghàidhlig san àm ri teachd, le bhith ag àrdachadh inbhe agus ìomhaigh a' chànain agus a' cruthachadh chothroman dèantach airson a cleachdadh.

Tha an sgrìobhainn seo mar Phlana Gàidhlig **spòrsalba** a tha air ullachadh taobh a-staigh frèam-obrach Achd na Gàidhlig (Alba) 2005. Tha e a' mìneachadh mar a bhios sinn a' cleachdadh na Gàidhlig ann an coileanadh ar dleastanasan, mar a nì sinn cleachdadh na Gàidhlig comasach ann an conaltradh leis a' phoball agus le prìomh chom-pàirtichean, agus mar a bhios sinn ag adhartachadh agus a' leasachadh na Gàidhlig.

## Co-chomhairleachadh air dreach Plana Gàidhlig

Tha Achd 2005 ag iarraidh air buidhnean poblach ullachadh a' Phlana Ghàidhlig aca a thoirt gu aire phàrtaidhean uile aig a bheil ùidh. Chuir **spòrsalba** co-chomhairleachadh poblach an gnìomh air ar Plana Gàidhlig. Chaidh an aithisg a chur gu Bòrd na Gàidhlig.

## Aonta do Phlana Gàidhlig **spòrsalba**

Chaidh Plana Gàidhlig **spòrsalba** a chur a-steach gu Bòrd na Gàidhlig airson aonta air 30 Ògmhios 2017.

# Core commitments

## Identity

**sportscotland** recognises that including Gaelic in our corporate identity increases the visibility of Gaelic as a language in public life and enhances its status. It makes an important statement about how Gaelic is valued and how it is given recognition. Developing the use of Gaelic through signage can also enrich speakers' vocabulary, raise public awareness of the language and contribute to its development.

Corporate Identity	
Current Practice	<b>sportscotland's</b> corporate logo is only available in English.  <b>sportscotland</b> has included a Gaelic translation into the corporate logo, this will replace the current logo.
Actions Required	<b>sportscotland</b> has already developed a bilingual corporate logo, including the Gaelic translation <b>spòrsalba</b> .
Proposed Outcome	<b>sportscotland</b> implements a bilingual logo across all communications.
Target Date	31/07/2017
Responsible Officer	Head of Communications

# Prìomh dhealasan

## Fèin-aithne

Tha **spòrsalba** a' tuigsinn gum bi gabhail a-steach air Gàidhlig don fhèin-aithne chorporra, a' meudachadh faicsinneachd na Gàidhlig mar chànan sa bheatha phoblaich agus a' neartachadh a h-inbhe. Tha sin a' nochdadh aithris chudromach mu dheidhinn mar a tha luach ga chur air a' Ghàidhlig agus mar a thathar a' toirt aithne dhi. Faodaidh leasachadh air cleachdadh na Gàidhlig tro shoidhneachd briathrachas luchd-labhairt a shaidhbhreachadh, mothachadh a' phobaill don chànan a thogail agus cur ri a leasachadh.

Fèin-aithne chorporra	
Cleachdadh làithreach	Chan eil suaicheantas corporra <b>spòrsalba</b> ri fhaotainn ach ann am Beurla.  Tha <b>spòrsalba</b> air tòiseachadh a' leasachadh suaicheantas corporra às ùr sam bi an t-eadar-theangachadh Gàidhlig <b>spòrsalba</b> .
Gnìomhan a dhìth	Suaicheantas corporra às ùr a leasachadh le <b>spòrsalba</b> a bhios a' gabhail a-steach an t-eadar-theangachadh Gàidhlig <b>spòrsalba</b> .
Buil mholta	Tha suaicheantas dà-chànanach aig <b>spòrsalba</b> .
Ceann-latha targaid	31/07/2017
Oifigear Cunntachail	Ceannard Chonaltraidhean



Signage	
Current Practice	The majority of <b>sportscotland</b> funded facilities use English signage. We have already introduced bi-lingual signage in our new facilities, including the Inverclyde National Centre in Largs and at Oriam in Edinburgh. Glenmore Lodge has signage which includes Scots dialect, a Gaelic welcome sign and a feature wall about the Cairngorms which translates the mountain names.
Actions Required	<p><b>sportscotland</b> will create a new bilingual signs template.</p> <p>Glenmore Lodge will look to extend Gaelic language within the building and grounds using interpretation and signage which promotes and shares the use of the Gaelic language with particular reference to local mountain names, flora and fauna.</p> <p><b>sportscotland</b> will update the terms and conditions for our investment into facilities, so that applicants are required to use the new bilingual signs.</p> <p>As signs in existing facilities are gradually replaced across their lifespan, they will be replaced by bilingual signs.</p>
Proposed Outcome	All new <b>sportscotland</b> -funded facilities use bilingual signage.
Target Date	31/03/2019
Responsible Officer	Head of Facilities, Principal of Glenmore Lodge

Soidhneachd	
Cleachdadh làithreach	Tha a' mhòr-chuid de ghòireasan maoinichte aig <b>spòrsalba</b> a' cleachdadh soidhneachd ann am Beurla. Tha sinn air soidhneachd dà-chànanach a thoirt a-steach do ar goireasan ùra, a' gabhail a-steach Ionad Nàiseanta Inbhir Chluaidh sa Leargaidh Ghallta agus Oriam ann an Dùn Èideann. Tha soidhneachd aig Loidse a' Ghlinne Mhòir sa bheil dualchainnt Albais, soidhne fàilte ann an Gàidhlig agus balla fheartan mun Mhonadh Ruadh a tha a' toirt seachad mineachadh ann an Gàidhlig.
Gnìomhan a dhith	<p>Teamplaid ùr a chruthachadh le <b>spòrsalba</b> de shoidhnichean dà-chànanach.</p> <p>Bidh Loidse a' Ghlinne Mhòir a' coimhead ri Gàidhlig a leudachadh taobh a-staigh agus mun cuairt an togalaich, a' cleachdadh eadar-mhìneachaidh agus soidhneachd a tha ag adhartachadh agus a' roinn cleachdadh air a' Ghàidhlig, le iomradh sònraichte air ainmean bheanntan, lusan is ainmhidhean.</p> <p>Nì <b>spòrsalba</b> ùrachadh air na cùmhachan is cùmhnantan airson an inbheistidh againn sna goireasan, gus am bi e riatanach do thagraichean na soidhnichean ùra dà-chànanach a chleachdadh.</p> <p>Mar a bhios na soidhnichean a th' ann air an ionadachadh beag air bheag tarsainn an raoin-beatha aca, thèid an ionadachadh le soidhnichean dà-chànanach.</p>
Buil mholta	Goireasan maoinichte <b>spòrsalba</b> uile a' cleachdadh soidhneachd dà-chànanach.
Ceann-latha targaid	31/03/2019
Oifigear Cunntachail	Ceannard Ghòireasan, Prionnsapal Loidse a' Ghlinne Mhòir

## Communications

**sportscotland** recognise that using Gaelic at the initial point of contact that members of the public have with a public authority increases the visible and audible presence of the language. It contributes to a sense that the use of Gaelic is possible and welcome. It raises the profile of the language. It creates opportunities for members of the public to use Gaelic when engaging with us.

This is important for mail, e-mail and telephone contact. Bilingual and Gaelic-only investment application forms can greatly enhance the visibility and prestige of the language. They can also expand the range of Gaelic terminology and the awareness of the Gaelic-speaking public of such terminology. This can help develop Gaelic as a language.

### Corporate Identity

Current Practice	<b>sportscotland</b> has three receptions, in Glasgow, Edinburgh and Stirling. There is currently no guidance available to help reception staff deal with enquires in Gaelic. We have no Gaelic speaking staff available to work on reception. Welcome messages are not available in Gaelic. There is no information in Gaelic on our answerphone for times when the office is closed.
Actions Required	<p><b>sportscotland</b> will develop guidance for reception staff on dealing with enquiries from Gaelic Speakers.</p> <p><b>sportscotland</b> will review all welcome messages to see where a Gaelic option can be applied.</p> <p><b>sportscotland</b> will record a message for its office answer phone in Gaelic , letting members of the public know when the office is open / staffed.</p> <p><b>sportscotland</b> will develop a bilingual template for our staff identity passes. As passes are gradually replaced across their lifespan, they will be replaced by bilingual versions.</p>
Proposed Outcome	Gaelic speakers will be greeted by <b>sportscotland</b> reception staff who are clear on how to engage with Gaelic enquiries. Gaelic speakers will see welcome messages in both English and Gaelic.
Target Date	31/03/2018
Responsible Officer	Head of Office Services

## Conaltraidhean

Tha **spòrsalba** a' tuigsinn gu bheil cleachdadh air Gàidhlig sa chiad choinneachadh a bhios aig buill den phoball le ùghdarras poblach, a' meudachadh làthaireachd fhaicsinneach is chlaistinneach a' chànain. Tha e a' cur ri faireachdainn gu bheil cleachdadh na Gàidhlig comasach agus di-beathte. Tha e a' togail ìomhaigh na Gàidhlig. Tha e a' cruthachadh chothroman do bhuill a' phobail Gàidhlig a chleachdadh nuair a tha iad a' conaltradh rinn.

Tha seo cudromach a thaobh conaltraidh air post-d agus fòn. Faodaidh foirmean tagraidh dà-chànanach agus Gàidhlig a-mhàin, faicsinneachd agus inbhe a' chànain a neartachadh gu mòr. Faodaidh iad cuideachd an raon de bhriathrachas Gàidhlig a leudachadh agus mothachadh a' phobail le Gàidhlig gu a leithid sin de bhriathrachas. Faodaidh seo cuideachadh le Gàidhlig a leasachadh mar chànan.

### Fàilteachas / Fòn

Cleachdadh làithreach	Tha trì ionadan fàilteachais aig <b>spòrsalba</b> , ann an Glaschu, Dùn Èideann agus Sruighlea. Chan eil stiùireadh ri fhaotainn gu làithreach gus luchd-obrach fàilteachais a chuideachadh a' dèiligeadh le ceistean ann an Gàidhlig. Chan eil luchd-obrach againn le Gàidhlig ri làimh airson obair san ionad fàilteachais. Chan eil teachdaireachdan fàilteachaidh rim faotainn ann an Gàidhlig. Chan eil fiosrachadh sam bith ann an Gàidhlig air inneal-freagairt a' fòn airson amannan nuair a tha an oifis dùinte.
Gnìomhan a dhìth	<p>Leasaichidh <b>spòrsalba</b> stiùireadh do luchd-obrach fàilteachais airson dèiligeadh le ceistean bho luchd-labhairt le Gàidhlig.</p> <p>Nì <b>spòrsalba</b> ath-sgrùdadh air teachdaireachan fàilteachaidh a dh'fhaicinn càite am faodar roghainn Ghàidhlig a chur an sàs.</p> <p>Clàraidh <b>spòrsalba</b> teachdaireachd ann an Gàidhlig air a' fòn san oifis, ag innse don phoball cuin a tha an oifis fosgailte / luchd-obrach an làthair.</p> <p>Leasaichidh <b>spòrsalba</b> teaplaid dhà-chànanach do cheadan aithneachadh an luchd-obrach againn. Mar a bhios cheadan aithneachaidh gan ionadachadh beag air bheag tro am beatha, thèid dreachan dà-chànanach a chleachdadh nan àite.</p>
Buil mholta	Thèid fàilte a chur air luchd-labhairt na Gàidhlig le luchd-obrach fàilteachais <b>spòrsalba</b> a tha soilleir mun dòigh a nì iad conaltradh a thaobh cheistean ann an Gàidhlig. Chì luchd-labhairt na Gàidhlig teachdaireachdan fàilteachaidh ann an Gàidhlig agus Beurla.
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Sheirbheisean Oifis

Email	
Current Practice	<b>sportscotland</b> email signatures are currently in English only.
Actions Required	<b>sportscotland</b> will update our corporate email signatures to include the bilingual logo and also to provide a Gaelic translation of the disclaimer statement.
Proposed Outcome	Gaelic speakers will see that <b>sportscotland</b> emails contain information which is in both English and Gaelic.
Target Date	31/03/2018
Responsible Officer	Head of Communications, Head of Office Services

Forms and applications	
Current Practice	Application forms and guidance notes are only available in English.
Actions Required	<b>sportscotland</b> will provide Gaelic language application forms and guidance notes on request.  <b>sportscotland</b> is developing an online website where people can apply for funding. We will explore options to make this accessible in Gaelic.  There is useful information on bilingual websites and technology here: <a href="http://bit.ly/2gJOTtt">http://bit.ly/2gJOTtt</a> and on bilingual design here: <a href="http://bit.ly/2vON7BC">http://bit.ly/2vON7BC</a> .
Proposed Outcome	People who wish to apply for funding will be able to access Gaelic language versions of our application forms and guidance, should they so wish.
Target Date	31/03/2019
Responsible Officer	Head of Facilities; Head of Pathways; Head of School and Community Sport; Head of Coaching and volunteering

Post-d	
Cleachdadh làithreach	Tha ainmean puist-d aig <b>spòrsalba</b> gu làithreach ann am Beurla a-mhàin.
Gnìomhan a dhith	Ùraichidh <b>spòrsalba</b> ainmean puist-d corporra gus an suaicheantas dà-chànanach a ghabhail a-steach còmhla ri eadar-theangachadh ann an Gàidhlig den aithris àichidh.
Buil mholta	Chì luchd-labhairt na Gàidhlig gu bheil fiosrachadh ann am puist-d <b>spòrsalba</b> a tha anns an dà chuid Gàidhlig agus Beurla.
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Chonaltraidhean, Ceannard Sheirbheisean Oifis

Foirmean agus tagraidhean	
Cleachdadh làithreach	Chan eil foirmean tagraidh agus nòtaichean stiùiridh rim faotainn ach ann am Beurla a-mhàin.
Gnìomhan a dhith	Solaraidh <b>spòrsalba</b> foirmean tagraidh agus nòtaichean stiùiridh ann an Gàidhlig le an iarraidh.  Tha <b>spòrsalba</b> a' leasachadh làrach-lìn air-loidhne far am faod daoine tagradh airson maoinachaidh. Nì sinn rannsachadh air roghainnean gus seo a dhèanamh ruigsinneach ann an Gàidhlig.  Tha fiosrachadh feumail air làraich-lìn agus teicneòlas dà chànanach ri fhaighinn an seo: <a href="http://bit.ly/2gJOTtt">http://bit.ly/2gJOTtt</a> agus air dealbhachadh dà-chànanach an seo: <a href="http://bit.ly/2vON7BC">http://bit.ly/2vON7BC</a> .
Buil mholta	Bidh daoine a tha ag iarraidh tagradh airson maoinachaidh comasach air tionndaidhean de ar foirmean tagraidh agus stiùiridh fhaotainn ann an Gàidhlig, ma tha iad air a shon.
Ceann-latha targaid	31/03/2019

## Publications

**sportscotland** understand the importance of including Gaelic within our printed, spoken and digital publications. We are making clear steps towards normalising Gaelic and according it equal respect in our day-to-day business. This will help us to enhance the profile and perceived importance of the language both to our partners and to the general public.

We shall be positive and proactive in creating Gaelic or bilingual publications where the subject matter is of most interest to the general public or relates specifically to Gaelic issues.

### Public Relations and Media

Current Practice	<b>sportscotland</b> does not currently issue news releases or provide information to the media in Gaelic.
Actions Required	<b>sportscotland</b> will ensure that news items are translated where 20% or more of the population speak Gaelic or where a news item relates to specifically Gaelic issues.  In an effort to treat Gaelic Media with equal respect as the English-speaking Scottish media, <b>sportscotland</b> will produce a Gaelic version of our Editor's notes to be included in all press releases.
Proposed Outcome	In areas of high Gaelic usage, Gaelic speakers will be able to access key news and media information from <b>sportscotland</b> in their own language. This may be through translated releases or through a dedicated bilingual PR professional.
Target Date	31/03/2018
Responsible Officer	Head of Communications

## Foillseachaidhean

Tha **spòrsalba** a' tuigsinn cho cudromach 's a tha e Gàidhlig a chleachdadh anns na foillseachaidhean clò-bhuailte, labhairte agus didseatach againn. Tha sinn a' gabhail cheumannan soilleir a dh'ionnsaigh Gàidhlig àbhaisteachadh agus spèis co-ionann a bhuileachadh dhi nar gnòthachas bho latha gu latha. Cuidichidh seo sinn le iomhaigh agus cudromachd mothachaidh don chànan a neartachadh, an dà chuid do ar com-pàirtichean agus don phoball san fharsaingeachd.

Bidh sinn deimhinneach agus for-ghnìomhach ann an cruthachadh fhoillseachaidhean Gàidhlig no dà-chànanach far a bheil brìgh a' chuspair na làn ùidh don phoball san fharsaingeachd no co-cheangailte gu sònraichte ri cùisean Gàidhlig.

### Dàimhean Poblach agus Meadhanan

Cleachdadh làithreach	Chan eil <b>spòrsalba</b> gu làithreach a' sgaoileadh bhrathan naidheachd no a' solarachadh fiosrachaidh do na meadhanan ann an Gàidhlig.
Gnìomhan a dhìth	Bidh <b>spòrsalba</b> a' dèanamh cinnteach gu bheil pìosan naidheachd air an eadar-theangachadh gu Gàidhlig far a bheil 20% den àireamh-sluaigh a' labhairt Gàidhlig no far a bheil pìos naidheachd co-cheangailte gu sònraichte ri cùisean Gàidhlig.  Ann an oidhirp air dèiligeadh ris na meadhanan Gàidhlig le spèis co-ionann ris na meadhanan Beurla Albannach, bheir <b>spòrsalba</b> tionndadh Gàidhlig de nòtaichean an Neach-deasachaidh againn gu buil gus a bhith air an gabhail a-steach do na brathan naidheachd uile.
Buil mholta	Ann an sgìrean far a bheil cleachdadh àrd air a' Ghàidhlig, bidh cothrom aig luchd-labhairt na Gàidhlig air prìomh naidheachdan agus fiosrachadh mheadhanan bho <b>spòrsalba</b> , nan cànan fhèin. Dh'fhaodadh seo a bhith tro bhrathan air an eadar-theangachadh no tro phroifeiseantach PR dà-chànanach agus ainmichte.
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Chonaltraidhean



Social Media Channels	
Current Practice	Our social media channels do not currently use Gaelic content.
Actions Required	<p><b>sportscotland</b> will provide translations of selected posts relating to key corporate activity.</p> <p><b>sportscotland</b> will provide a translation where stories are focused on areas where Gaelic is spoken by more than 20% of the population.</p> <p>The <b>sportscotland</b> / <b>spòrsalba</b> logo will be positioned prominently on all social media homepages including twitter, facebook and LinkedIn.</p>
Proposed Outcome	Gaelic speakers are able to see, read and hear Gaelic in occasional social media interactions with <b>sportscotland</b> channels.
Target Date	31/03/2018
Responsible Officer	Head of Communications

Printed materials	
Current Practice	<b>sportscotland</b> does not provide Gaelic translations of print materials and publications. Gaelic translations are not available on request.
Actions Required	<b>sportscotland</b> will translate key corporate publications when required in areas where Gaelic is spoken by more than 20% of the community
Proposed Outcome	People will be able to access key publications in Gaelic.
Target Date	31/03/2018
Responsible Officer	Head of Communications

Sianalan Mheadhanan Sòisealta	
Cleachdadh làithreach	Chan eil sianalan nam meadhanan sòisealta againn a' cleachdadh susbaint Ghàidhlig gu làithreach.
Gnìomhan a dhìth	<p>Solaraidhidh <b>spòrsalba</b> eadar-theangachadh air cuid de phuist a thèid a thaghadh agus a tha co-cheangailte ri prìomh ghnìomhachd chorporra.</p> <p>Solaraidhidh <b>spòrsalba</b> eadar-theangachadh nuair a tha sgeulachdan cuimsichte air sgìrean far a bheil Gàidhlig air a labhairt le còrr air 20% den àireamh-sluaigh.</p> <p>Bidh suaicheantas <b>sportscotland</b> / <b>spòrsalba</b> air a shuidheachadh ann an àite follaiseach air duilleagan-dachaigh nam meadhanan sòisealta uile, a' gabhail a-steach twitter, facebook agus LinkedIn.</p>
Buil mholta	Luchd-labhairt na Gàidhlig a bhith comasach air Gàidhlig fhaicinn, a leughadh agus a chluinntinn an-dràsta 's a-rithist ann an eadar-obrachaidhean mheadhanan sòisealta le sianalan <b>spòrsalba</b> .
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Chonaltraidhean

Stuthan clò-bhuailte	
Cleachdadh làithreach	Chan eil <b>spòrsalba</b> a' solarachadh eadar-theangachadh Gàidhlig air stuthan clò-bhuailte agus foillseachaidhean. Chan eil eadar-theangachadh Gàidhlig ri fhaotainn le iarraidh.
Gnìomhan a dhìth	Nì <b>spòrsalba</b> eadar-theangachadh air prìomh fhoillseachaidhean corporra nuair a bhios sin riatanach, ann an sgìrean far a bheil Gàidhlig air a labhairt le còrr air 20% den choimhearsnachd.
Buil mholta	Bidh comas aig daoine cothrom fhaighinn air prìomh fhoillseachaidhean ann an Gàidhlig.
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Chonaltraidhean

Websites	
Current Practice	The <b>sportscotland</b> website features no Gaelic language content
Actions Required	<p><b>sportscotland</b> will replace all <b>sportscotland</b> logos on our website and digital content with the new bilingual logo</p> <p><b>sportscotland</b> will update the home page of our website to include key information in Gaelic.</p> <p><b>sportscotland</b> will ensure that digital content is translated into Gaelic where it relates to an area where 20% or more of the population speak Gaelic. This includes articles in our digital magazine 'Sport First', and content in the <b>sportscotland</b> insitute of sport blogs.</p> <p><b>sportscotland</b> will include key information on Gaelic matters where appropriate and make Gaelic more visible online through relevant bilingual content.</p>
Proposed Outcome	<p>The <b>sportscotland</b> web address is listed in both English and Gaelic: both URL's lead to the <b>sportscotland</b> homepage</p> <p>The <b>sportscotland</b> website will welcome Gaelic speakers by using the language in a number of features and articles across the site.</p>
Target Date	31/03/2018
Responsible Officer	Head of Communications, Head of Office Services

Exhibitions and Events	
Current Practice	<b>sportscotland</b> does not currently use Gaelic in its display materials or provide Gaelic or bilingual literature at exhibitions and events
Actions Required	<p><b>sportscotland</b> will produce Gaelic language or bilingual versions of materials for events in areas where 20% or more of the population speak Gaelic.</p> <p><b>sportscotland</b> will ensure that bilingual logo is used on all display materials.</p> <p><b>sportscotland</b> will evaluate whether Gaelic translators are required at key events in areas where 20% or more of the population speak Gaelic or where children in Gaelic education will be present.</p>
Proposed Outcome	Gaelic is visible and audible at major <b>sportscotland</b> events and events which take place in areas of high Gaelic usage
Target Date	31/03/2018
Responsible Officer	Head of Communications

Làraichean-lìn	
Cleachdadh làithreach	Chan eil susbaint Ghàidhlig sam bith air làrach-lìn <b>spòrsalba</b> .
Gnìomhan a dhìth	<p>Ionadaichidh <b>spòrsalba</b> suaicheantasan spòrsalba uile air an làraich-lìn agus anns an t-susbaint didseatach againn, leis an t-suaicheantas ùr dà-chànanach.</p> <p>Ùraichidh <b>spòrsalba</b> duilleag-dachaigh na làraich-lìn againn le prìomh fhiosrachadh ann an Gàidhlig.</p> <p>Ni <b>spòrsalba</b> cinnteach gu bheil susbaint didseatach air eadar-theangachadh gu Gàidhlig nuair a tha e co-cheangailte ri sgìre far a bheil 20% no barrachd den àireamh-sluaigh a' labhairt Gàidhlig. Tha seo a' gabhail a-steach artaigilean anns an iris dhidseatach againn 'Spòrs An Toiseach', agus susbaint anns an institiùd bhlogaichean spòrs aig <b>spòrsalba</b>.</p> <p>Bidh <b>spòrsalba</b> a' gabhail a-steach prìomh fhiosrachadh mu chùisean Gàidhlig far a bheil sin iomchaidh agus a' dèanamh Gàidhlig nas fhollaisiche air-loidhne tro shusbaint dà-chànanach a tha buntainneach.</p>
Buil mholta	<p>Tha an seòladh làrach-lìn aig <b>spòrsalba</b> air a liostadh ann an Gàidhlig agus Beurla: tha an dà URL gad stiùireadh gu duilleag-dachaigh spòrsalba.</p> <p>Cuiridh làrach-lìn <b>spòrsalba</b> fàilte air luchd-labhairt na Gàidhlig le bhith a' cleachdadh a' chànanain ann an àireamh de fheartan agus artaigilean air feadh na làraich.</p>
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Chonaltraidhean, Ceannard Sheirbheisean Oifis

Taisbeanaidhean agus Tachartasan	
Cleachdadh làithreach	Chan eil <b>spòrsalba</b> a' cleachdadh Gàidhlig gu làithreach anns na stuthan taisbeanaidh aca no a' nochdadh Gàidhlig no litreachas dà-chànanach aig taisbeanaidhean agus tachartasan.
Gnìomhan a dhìth	<p>Bheir <b>spòrsalba</b> tionndaidhean Gàidhlig no dà-chànanach de stuthan gu buil far a bheil 20% no barrachd den àireamh-sluaigh a' labhairt Gàidhlig.</p> <p>Ni <b>spòrsalba</b> cinnteach gum bi suaicheantas dà-chànanach ga chleachdadh air na stuthan taisbeanaidh uile.</p> <p>Ni <b>spòrsalba</b> luachadh air a bheil eadar-theangairean a dhìth aig prìomh thachartasan ann an sgìrean far a bheil 20% no barrachd den àireamh-sluaigh a' labhairt Gàidhlig.</p>
Buil mholta	Gum bi a' Ghàidhlig faicsinneach is clastinneach aig prìomh thachartasan <b>spòrsalba</b> agus aig tachartasan a bhios a' gabhail àite ann an sgìrean le cleachdadh àrd air Gàidhlig.
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Chonaltraidhean

## Staffing

**sportscotland** recognises the importance of seeing Gaelic as an important job skill and of identifying situations in which its use is essential or desirable. **sportscotland** also recognises the importance of enabling staff to develop their Gaelic skills if they wish to do so.

Training and Language Learning	
Current Practice	<p><b>sportscotland</b> is familiar with the abilities and fluency levels in Gaelic amongst its staff.</p> <p><b>sportscotland</b> does not offer Gaelic Language training or Gaelic Awareness training for internal staff.</p> <p>The instructor team at Glenmore Lodge took part in a Gaelic language session in January 2017, enhancing their knowledge and awareness of Gaelic, including local mountain names.</p>
Actions Required	<b>sportscotland</b> will offer Gaelic language training and Gaelic awareness training for internal staff.
Proposed Outcome	<b>sportscotland</b> is familiar with the abilities and fluency levels in Gaelic amongst its staff. Members of staff will have access to Gaelic training, and Gaelic awareness training.
Target Date	31/03/2018
Responsible Officer	Head of Human Resources

Recruitment	
Current Practice	Gaelic language skills are not currently classed as 'mandatory' or 'desireable' for roles within <b>sportscotland</b> .
Actions Required	<p><b>sportscotland</b> will consider Gaelic language skills when advertising for roles in our National Centres, and for roles in areas where Gaelic is spoken by more than 20% of the population.</p> <p>This will be embedded in our recruitment strategy.</p>
Proposed Outcome	Increased number of staff will be able to read, speak or understand Gaelic within <b>sportscotland</b> .
Target Date	31/03/2018
Responsible Officer	Head of Human Resources

## Sgioba-obrach

Tha **spòrsalba** a' tuigsinn cho cudromach 's a tha e a bhith a' faicinn na Gàidhlig mar sgiol obrach chudromach agus comharrachadh shuidheachaidhean far a bheil a cleachdadh an dà chuid deatamach no ion-mhiannaichte. Tha **spòrsalba** a' tuigsinn cuideachd cho cudromach 's a tha e comas a thoirt do luchd-obrach an sgilean Gàidhlig a leasachadh ma tha iad airson sin.

Trèanadh agus Ionnsachadh Cànan	
Cleachdadh làithreach	<p>Tha <b>spòrsalba</b> eòlach air na comasan agus na h-ìrean fileantachd ann an Gàidhlig am measg an luchd-obrach aca.</p> <p>Chan eil <b>spòrsalba</b> a' tairgsinn trèanaidh do luchd-obrach a-staigh ann an cànan na Gàidhlig no trèanadh ann am Mothachadh don Ghàidhlig.</p> <p>Ghabh an sgioba oideachaidh aig Loidse a' Ghlinne Mhòir pàirt ann an seisean Gàidhlig san Fhaoilleach 2017, a' neartachadh an eòlais agus am mothachaidh don Ghàidhlig, a' gabhail a-steach ainmean bheanntan ionadail.</p>
Gnìomhan a dhìth	<b>spòrsalba</b> a bhith a' tairgsinn trèanadh ann an Gàidhlig agus ann am mothachadh don Ghàidhlig do luchd-obrach a-staigh.
Buil mholta	<p>Tha <b>spòrsalba</b> eòlach air na comasan agus na h-ìrean fileantachd ann an Gàidhlig am measg an luchd-obrach aca.</p> <p>Bidh cothrom aig buill den sgioba-obrach air trèanadh ann an Gàidhlig agus ann am mothachadh don Ghàidhlig.</p>
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Ghoireasan Daonna

Trèanadh agus Ionnsachadh Cànan	
Cleachdadh làithreach	Chan eil sgilean Gàidhlig air am meas èigneachail no ion-mhiannaichte gu làithreach airson dreuchdan taobh a-staigh <b>spòrsalba</b> .
Gnìomhan a dhìth	<p>Beachdaichidh <b>spòrsalba</b> air sgilean cànan Gàidhlig nuair a bhios iad a' sanasachd airson dhreuchdan anns na h-Ionadan Nàiseanta againn, agus airson dhreuchdan ann an sgìrean far a bheil còrr air 20% den àireamh-sluaigh a' labhairt Gàidhlig.</p> <p>Bidh seo air a shuidheachadh san ro-innleachd trusaidh againn.</p>
Buil mholta	Meudachadh air an àireamh de luchd-obrach aig a bheil comas air Gàidhlig a leughadh, a labhairt no a thuigsinn taobh a-staigh <b>spòrsalba</b> .
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Ghoireasan Daonna

## Corpus

**sportscotland** recognises the importance of developing the Gaelic language to ensure that it is fit for all appropriate purposes and for use in the growing range of contexts in which it features.

### Translation and interpreting

Current Practice	There is no central provision for Gaelic translation for the Scottish Governing Bodies of Sport (SGBs)
Actions Required	<b>sportscotland</b> will introduce a Gaelic translation service for SGBs through the Expert Resource programme.
Proposed Outcome	SGBs will have access to a Gaelic translation service through the Expert Resource programme.
Target Date	31/03/2018
Responsible Officer	Head of Pathways

### Maps

Current Practice	Glenmore lodge use maps to support sports participation in the local area for walks, biking and running which do not include Gaelic meanings.
Actions Required	Glenmore lodge will incorporate Gaelic meanings onto bespoke maps.
Proposed Outcome	People will see the maps featuring Gaelic.
Target Date	31/03/2018
Responsible Officer	Principal of Glenmore Lodge

## Corpas

Tha **spòrsalba** a' tuigsinn cho cudromach 's a tha e a' Ghàidhlig a leasachadh gus a dhèanamh cinnteach gu bheil i freagarrach airson gach adhbhar iomchaidh agus airson a cleachdadh anns an raon de cho-theacsan a tha a' sìor-fhàs, agus sa bheil i a' nochdadh.

### Eadar-theangachadh agus eadar-mhìneachadh

Cleachdadh làithreach	Chan eil solar eadar-theangachaidh Gàidhlig ri fhaotainn gu làithreach taobh a-staigh Bhuidhnean Riaghlaidh Spòrs Alba (SGB).
Gnìomhan a dhìth	Bheir <b>spòrsalba</b> a-steach seirbheis eadar-theangachaidh Gàidhlig do SGBan tro phrògram Ghoireasan Eòlach.
Buil mholta	Bidh cothrom aig SGBan air seirbheis eadar-theangachaidh Gàidhlig tro phrògram Ghoireasan Eòlach.
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Ceannard Pathways

### Mapaichean

Cleachdadh làithreach	Bidh Loidse a' Ghlinne Mhòir a' cleachdadh mhapaichean mar thaic do com-pàirteachadh ann an spòrs san sgìre ionadail, airson cuairtean, rothaireachd agus ruith, anns nach eil brìgh ainmean ann an Gàidhlig.
Gnìomhan a dhìth	Gabhaidh Loidse a' Ghlinne Mhòir a-steach brìgh nan ainmean ann an Gàidhlig air mapaichean, a tha dèante a dh'aon ghnòthaich.
Buil mholta	Gum faic daoine na mapaichean a' foillseachadh Gàidhlig.
Ceann-latha targaid	31/03/2018
Oifigear Cunntachail	Prionnsapal Loidse a' Ghlinne Mhòir



Gaelic Language within SGBs	
Current Practice	<p><b>sportscotland</b> do not currently encourage SGBs to include Gaelic Language as part of their membership equality questionnaires.</p> <p><b>sportscotland</b> do not include any reference to Gaelic Language within the annual returns we request from SGBs.</p>
Actions Required	<b>sportscotland</b> will review which SGBs currently include Gaelic Language as part of their membership equality questionnaires, and encourage them to do so.
Proposed Outcome	SGBs will be encouraged to include Gaelic Language in their membership equality questionnaires.
Target Date	31/03/2019
Responsible Officer	Head of Pathways

Gaelic Language within communities	
Current Practice	<p><b>sportscotland</b> does not pro-actively work with local partners to promote Gaelic through sport</p> <p>Comunn na Gàidhlig and Glenmore Lodge have agreed to work in partnership to grow the numbers of Gaelic speaking instructors in Scotland.</p> <p>Comunn na Gàidhlig are leading a project to support the expansion of Gaelic outdoor education opportunities for young people. This project has been approved for leader funding from the Cairngorms National Park and is awaiting Scottish Government approval.</p>
Actions Required	<p><b>sportscotland</b> will work with local partners including local authorities, leisure trusts and clubs to encourage and, where relevant, support the promotion of Gaelic through sporting mediums. This will focus in areas where Gaelic is spoken by more than 20% of the population and in areas where Gaelic Education is available.</p> <p>Funding for the Comunn na Gàidhlig project to support the expansion of Gaelic outdoor education opportunities for young people will need to be approved.</p> <p>Glenmore Lodge will continue to support the Comunn na Gàidhlig project.</p>
Proposed Outcome	People will see more promotion of Gaelic through sport mediums in key areas. There will be an increase in Gaelic outdoor education opportunities for young people.
Target Date	31/03/2018
Responsible Officer	Head of School and Community Sport, Principle of Glenmore Lodge

A' Ghàidhlig taobh a-staigh SGBan	
Cleachdadh làithreach	<p>Chan eil <b>spòrsalba</b> gu làithreach a' brosnachadh SGBan gu bhith a' gabhail a-steach Gàidhlig mar phàirt de an ceisteachain co-ionannachd a thaobh ballrachd.</p> <p>Chan eil <b>spòrsalba</b> a' gabhail a-steach iomradh sam bith air Gàidhlig taobh a-staigh nan tillidhean bliadhna a bhios sinn ag iarraidh bho na SGBan.</p>
Gnìomhan a dhìth	Ni <b>spòrsalba</b> ath-sgrùdadh air na SGBan a tha gu làithreach a' cleachdadh Gàidhlig mar phàirt de na ceisteachain co-ionannachd aca a thaobh ballrachd, agus gam brosnachadh gu sin a dhèanamh.
Buil mholta	Thèid SGBan a bhrosnachadh gu Gàidhlig a chur a-steach do na ceisteachain co-ionannachd ballrachd aca.
Ceann-latha targaid	31/03/2019
Oifigear Cunntachail	Ceannard Pathways

A' Ghàidhlig taobh a-staigh choimhearsnachdan	
Cleachdadh làithreach	<p>Chan eil <b>spòrsalba</b> ag obair gu for-ghnìomhach le com-pàirtichean ionadail gus Gàidhlig adhartachadh tro spòrs.</p> <p>Tha Comunn na Gàidhlig agus Loidse a' Ghlinne Mhòir air aontachadh obair ann an com-pàirteachas gus an àireamh de dh'oidean le Gàidhlig ann an Alba, a mheudachadh.</p> <p>Tha Comunn na Gàidhlig a' stiùireadh pròiseact gus taic a chur ri leudachadh air cothroman foghlaim a-muigh ann an Gàidhlig do dhaoine òga. Tha am pròiseact seo air aontachadh airson maoinachadh bho Phàirc Nàiseanta a' Mhonaidh Ruaidh agus a' feitheamh ri aonta bho Riaghaltas na h-Alba.</p>
Gnìomhan a dhìth	<p>Bidh <b>spòrsalba</b> ag obair le com-pàirtichean ionadail a' gabhail a-steach ùghdarrasan ionadail, urrasan chur-seachadan agus clubaichean gus brosnachadh, agus far a bheil e iomchaidh, taic a thoirt do dh'adhartachadh na Gàidhlig tro mheadhanan spòrs. Bidh seo a' cuimseachadh air sgìrean far a bheil Gàidhlig air a labhairt le còrr air 20% den àireamh-sluaigh agus ann an sgìrean far a bheil Foghlam Gàidhlig ri fhaotainn.</p> <p>Bidh feum air aonta fhaotainn a thaobh maoinachadh do phròiseact Chomunn na Gàidhlig airson taic a chur ri leudachadh air cothroman foghlaim a-muigh ann an Gàidhlig do dhaoine òga.</p> <p>Leanaidh Loidse a' Ghlinne Mhòir a' cur taic ri pròiseact Chomunn na Gàidhlig.</p>
Buil mholta	<p>Bidh daoine a' faicinn barrachd adhartachaidh air Gàidhlig tro mheadhanan spòrsa ann am prìomh raointean.</p> <p>Bidh meudachadh ann an cothroman foghlaim a-muigh ann an Gàidhlig do dhaoine òga.</p>
Ceann-latha targaid	31/03/2019
Oifigear Cunntachail	Ceannard Sgoile is Spòrs Coimhearsnachd, Prionnsapal Loidse a' Ghlinne Mhòir.

# Implementation and monitoring

## Timetable

This Gaelic Language Plan will formally remain in force for a period of 5 years from the date it was approved by Bòrd na Gàidhlig. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to the Bòrd for approval.

In Section 7 *Plan Commitments and Section 6 Planning and Policy Implications for Gaelic*, we have set out the individual target dates for when we expect to implement specific commitments.

## Publishing the Plan

Our Gaelic Language Plan will be published bilingually on our web-site. In addition we will:

- make the plan known to employees via **sportscotland's** Intranet;
- make copies available on request
- promote it through our digital magazine 'Sport First'.
- distribute copies of the Plan to relevant Gaelic organisations
- issue a bilingual press release announcing the plan.

## Administrative arrangements for implementing the Gaelic Language Plan

This Plan is the policy of **sportscotland** and has been endorsed by our senior management team.

The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of **sportscotland's** Gaelic Language Plan is the Director of Corporate Services.

The Chief Executive will be ultimately responsible for ensuring that **sportscotland** delivers on the commitments in this Plan.

## Resourcing the plan

The Plan is based on **sportscotland's** current resources. If our current resources change, we will make adequate provision and amendments to reflect the ongoing delivery of the Plan.

## Monitoring the implementation of the Plan

We will provide Bòrd na Gàidhlig with an annual report on our progress against the commitments in this plan.

# Buileachadh agus sgrùdadh

## Clàr-ama

Fuirichidh am Plana Gàidhlig seo aimsireil gu foirmeil airson ùine de 5 bliadhna bhon cheann-latha a chaidh aontachadh le Bòrd na Gàidhlig. Suas ri deireadh na h-ùine seo, nì sinn ath-sgrùdadh air a' phlana, nì sinn na h-atharrachaidhean a tha riatanach agus cuiridh sinn a-steach e gun Bhòrd airson aonta.

Ann an Earrann 7 *Planadh Dhealasan agus Earrann 6 Buadhan Planaidh is Poileasaidh don Ghàidhlig*, tha sinn air na cinn-latha targaid fa leth a chur sìos airson an ama a tha sinn a' sùileachadh dealasan sònraichte a chur an gnìomh.

## Foillseachadh a' Phlana

Bidh am Plana Gàidhlig againn air fhoillseachadh gu dà-chànanach air an làraich-lìn againn. A thuilleadh air an sin, bidh sinn:

- a' cur a' phlana an aithne do luchd-obrach tro eadra-lìon **spòrsalba**;
- a' dèanamh lethbhreacan a bhios rim faotainn le an iarraidh;
- ga adhartachadh tron iris dhìseatach againn 'Spòrs An Toiseach'.
- a' sgaoileadh lethbhreacan den Phlana gu buidhnean Gàidhlig buntainneach;
- a' cur a-mach brath naidheachd ag ainmeachadh a' phlana.

## Òrdugh rianachd airson buileachadh a' Phlana Ghàidhlig

Is e poileasaidh **spòrsalba** a th' anns a' Phlana seo agus tha e air aontachadh le ar sgioba stiùiridh.

Is e Stiùiriche nan Seirbheisean Corporra an t-ard-oifigear aig a bheil uallach obrachail airson sùil a chumail air deasachadh, libhrigeadh agus sgrùdadh Plana Gàidhlig **spòrsalba**.

Bidh an dleastanas deireannach air an Àrd-Oifigear airson a dhèanamh cinnteach gun libhrig spòrsalba na gealltanasan sa Phlana.

## Goireasachadh a' Phlana

Tha am Plana stèidhichte air goireasan làithreach **spòrsalba**. Ma dh'atharraicheas ar goireasan làithreach, solaraichidh sinn agus nì sinn atharrachaidhean gu leòr a chumas librigeadh leantainneach a' dol air a' Phlana.

## Sgrùdadh buileachaidh air a' Phlana

Cuiridh sinn aithisg bhliadhnail gu Bòrd na Gàidhlig a' mìneachadh an adhartais a tha sinn air a choileanadh mu choinneamh nan gealltanasan sa Phlana seo.

# Policy Implications for Gaelic: Implementation of the National Gaelic Language Plan

sportscotland is committed to ensuring that The National Gaelic Language Plan is implemented. This section outlines our contribution to the National Gaelic Language Plan.

## Language Acquisition

### Rationale:

sportscotland recognises that creating a sustainable future for Gaelic requires not only increasing the number of people able to speak the language, but increasing actual usage. We recognise the importance of enabling more people to use Gaelic as their preferred and normal mode of communication in an increasingly wide range of daily activities.

We will take the following actions:

- Contribute to increased usage of Gaelic in the home by enabling Gaelic users and learners to access more resources through our commitments to expanding the current Gaelic content on our web site.
- Extending access to Gaelic learning opportunities for adults by providing opportunities for staff to undertake Gaelic language learning.
- Increasing the resources available to support adults to use Gaelic through our provision of a Gaelic translation service for SGBs as part of our expert resource programme.

# Buadhan Poileasaidh don Ghàidhlig: Buileachadh air Plana Nàiseanta na Gàidhlig

Tha spòrsalba dealasach a thaobh a dhèanamh cinnteach gum bi Plana Nàiseanta na Gàidhlig air a chur an gnìomh. Tha an earrann seo a' mìneachadh mar a tha sinn a' cur ri Plana Nàiseanta na Gàidhlig.

## Togail Cànan

### Feallsanachd:

Tha spòrsalba a' tuigsinn gum bi feum aig seasmhachd don Ghàidhlig san àm ri teachd air, chan e a-mhàin meudachadh san àireamh de dhaoine a tha comasach air a' chànan a labhairt, ach meudachadh anns a' chleachdadh. Tha sinn a' tuigsinn cho cudromach 's a tha e a bhith a' comasachadh dhaoine gu Gàidhlig a chleachdadh mar am modh conaltraidh àbhaisteach as fheàrr leotha ann an raon fharsaing a tha a' sìor fhàs de ghniomhachdan làitheil.

Cuiridh sinn na leanas an gnìomh:

- Cur ri cleachdadh meudaichte air a' Ghàidhlig san dachaigh le bhith a' comasachadh cothrom do luchd-cleachdaidh agus luchd-ionnsachaidh na Gàidhlig air barrachd ghoireasan, tro ar dealasan a thaobh leudachaidh air an t-susbaint Ghàidhlig a tha gu làithreach air an làraich-lìn againn.
- Leudachadh ruigsinneachd air cothroman ionnsachaidh na Gàidhlig do dh'inbhich le bhith a' solarachadh chothroman do luchd-obrach, ionnsachadh na Gàidhlig a ghabhail os làimh.
- Meudachadh nan goireasan a tha ri fhaotainn airson taic do dh'inbhich gus Gàidhlig a chleachdadh tro ar seirbheis eadar-theangachaidh Gàidhlig do SGBan mar phàirt de ar prògram ghoireasan eòlach.

## Language Usage

### Rationale:

**sportscotland** recognises that creating a sustainable future for Gaelic requires increasing the number of people able to speak the language, and increasing usage of Gaelic. We understand the importance of enabling more people to use Gaelic as their preferred and normal mode of communication.

We will take the following actions:

- Provide Gaelic language learning opportunities for its staff, to extend the opportunities for people to use Gaelic in the Workplace.
- Translate news items where the subject relates specifically to Gaelic issues or areas where more than 20% of the population speak Gaelic.
- Provide translations of selected social media posts relating to key corporate activity, and where the stories are focused on areas where more than 20% of the population speak Gaelic.
- Ensure that future **sportscotland** funded facilities include bilingual signage, and gradually replace the signage in existing **sportscotland** funded facilities with bilingual signs, once the existing signs reach the end of their lifespan.
- Work with local partners to encourage and support the promotion of Gaelic through sporting mediums in key areas.

## Cleachdadh Cànanain

### Feallsanachd:

Tha **spòrsalba** a' tuigsinn gum bi feum aig seasmhachd don Ghàidhlig san àm ri teachd air meudachadh san àireamh a tha comasach air Gàidhlig a labhairt, agus meudachadh air cleachdadh na Gàidhlig. Tha sinn a' tuigsinn cho cudromach 's a tha e barrachd dhaoine a chomasachadh gu Gàidhlig a chleachdadh mar am modh conaltraidh àbhaisteach as fheàrr leotha.

Cuiridh sinn na leanas an gnìomh:

- Cothroman ionnsachaidh air a' Ghàidhlig a sholarachadh don luchd-obrach, gus na cothroman aig daoine airson Gàidhlig a chleachdadh san Àite-obrach, a leudachadh.
- Piosan naidheachdan eadar-theangachadh far a bheil an cuspair co-cheangailte gu sònraichte ri cùisean Gàidhlig no ri sgìrean far a bheil còrr air 20% den àireamh-sluaigh a' labhairt Gàidhlig.
- Eadar-theangachadh a sholarachadh air puist mheadhanan sòisealta a tha co-cheangailte ri prìomh ghnìomhachd chorporra agus far a bheil na sgeulachdan cuimsichte air sgìrean far a bheil còrr air 20% den àireamh-sluaigh a' labhairt Gàidhlig.
- Dèanamh cinnteach gum bi gnìomhachdan maoinichte **spòrsalba** san àm ri teachd a' gabhail a-steach soidhneachd dà-chànanach, agus an soidhneachd a tha gu làithreach ann an goireasan maoinichte **spòrsalba** gan ionad achadh beag air bheag le soidhnichean dà-chànanach, aon uair 's gu ruig na soidhnichean a th' ann deireadh am beatha.
- Ag obair le com-pàirtichean ionadail airson adhartachadh na Gàidhlig a bhrosnachadh agus a chuideachadh tro mheadhanan spòrs ann am prìomh raointean.



## Language Status

### Rationale:

**sportscotland** recognises that the status of a language is affected by its presence in the daily environment and the extent to which it is used, valued and perceived to be valued by those institutions which play an important role in our daily lives.

We will take the following actions:

- Publish this Gaelic Language Plan on our corporate website and promote it through our digital magazine ‘Sport First’.
- Promote the profile and prestige of Gaelic through our various corporate and consumer facing communication channels.

## Language Corpus

### Rationale:

**sportscotland** recognises the need to strengthen the relevance and consistency of Gaelic, the importance of facilitating translation services and to promote research into the language. We will adhere to the guidance in “Gaelic Orthographic Conventions” and place-names as per Gaelic Place-Names of Scotland Advisory Partnership.

- **sportscotland** will continue to conduct internal audits of the Gaelic awareness and Gaelic language skills of our staff.
- **sportscotland** will use a bilingual logo of **spòrsalba** throughout our branding, marketing and signage, raising awareness of the Gaelic name for Scotland.

## Inbhe a’ Chànain

### Feallsanachd:

Tha **spòrsalba** a’ tuigsinn gu bheil inbhe cànan fo bhuaidh a làthaireachd san àrainneachd làitheil agus an ìre gu bheilear ga cleachdadh, ga luach agus ga faicinn air a luach leis na h-aitreabhan sin aig a bheil dleastanas cudromach nar beatha làitheil.

Cuiridh sinn na leanas an gnìomh:

- Foillsichear am Plana Gàidhlig seo air an làraich-lìn chorporra againn agus thèid adhartachadh tron iris dhìseatach againn, ‘Spòrs An Toiseach’.
- Adhartachadh ìomhaigh agus inbhe na Gàidhlig tro ar diofar shianalan conaltraidh corporra agus luchd-caitheamh.

## Corpas a’ Chànain

### Feallsanachd:

Tha **spòrsalba** a’ tuigsinn an fheum air buntanas agus cunbhalachd na Gàidhlig a neartachadh, cudromachd sheirbheisean eadar-theangachaidh a chomasachadh agus rannsachadh don chànan adhartachadh. Cumaidh sinn ris an stiùireadh ann an “Gnàthachas Litreachaidh na Gàidhlig” agus ainmean-àite a rèir Compàirteachas Comhairleachaidh Ainmean Àite na h-Alba.

- Leanaidh **spòrsalba** air adhart a’ coileanadh sgrùdaidhean air an taobh a-staigh a thaobh mothachadh don Ghàidhlig agus sgilean cànan Gàidhlig an luchd-obrach againn.
- Cleachdaidh **spòrsalba** suaicheantas dà-chànanach de **spòrsalba** air feadh ar branndachd, margaideachd agus soidhneachd, a’ togail mothachadh do dh’ainm Gàidhlig na h-Alba.

## Contact



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## Cuiribh fios gu



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# Appendix 1:

## Summary of Gaelic in Scotland

Gaelic has shown a remarkable resilience in the face of challenges set against it historically and in the modern era, and is showing encouraging signs of renewal in certain demographics.

According to the 2011 Census, there are 57,375 Gaelic speakers in Scotland (approximately 1.1% of the population). There is virtually an even split between the Highlands and the Lowlands with the Highlands showing significant urbanisation of Gaelic speakers with large numbers living in Inverness, Fort William and Oban. By far the highest percentage of Gaelic speakers within the local population are located in the Outer Hebrides, followed by Skye and Lochalsh, the offshore islands of Argyll and Bute and specific areas in other authorities.

Due to a long term shift towards urban areas there are now in the region of 10,000 speakers of Gaelic in the greater Glasgow area, and likewise a substantial number in the Edinburgh area (almost 6,000). Overall, according to the Census approximately 87,000 individuals were claimed to have 'some knowledge of Gaelic' in 2011.

In relation to Gaelic education, Bòrd na Gàidhlig highlights the significant provision being made for Gaelic medium education and Gaelic Learner education throughout Scotland.

More information on Gaelic learning opportunities for adults can be found at [www.learnghaelic.net](http://www.learnghaelic.net).

# Eàrr-ràdh 1:

## Geàrr-iomradh air Gàidhlig ann an Alba

Tha Gàidhlig air fulangas iongantach a thaisbeanadh mu choinneamh nan dùbhlán a chuireadh na h-aghaidh gu h-eachdraidheil agus san nuadh-aimsir, a' nochdadh soidhnichean brosnachail de dh'ath-bheothachadh ann an diofar earrannan sluaigh.

A rèir Cunntas-sluaigh 2011, tha 57,375 neach-labhairt Gàidhlig ann an Alba (timcheall air 1.1% den àireamh-sluaigh). Tha sgaradh dìreach co-ionann eadar a' Ghàidhealtachd agus a' Ghalltachd leis a' Ghàidhealtachd a' nochdadh bailteachadh mòr air luchd-labhairt na Gàidhlig, le àireamhan mòra a' còmhnaidh ann an Inbhir Nis, An Gearasdan agus An t-Òban. Tha an àireamh as àirde sa cheud de luchd-labhairt na Gàidhlig taobh a-staigh àireamh-sluaigh ionadail ri fhaotainn anns na h-Eileanan Siar gun teagamh sam bith, air a leantainn leis an Eilean Sgitheanach agus Loch Aillse, eileanan Earra-Ghàidheal is Bhòid agus sgìrean sònraichte ann an ùghdarrasan eile.

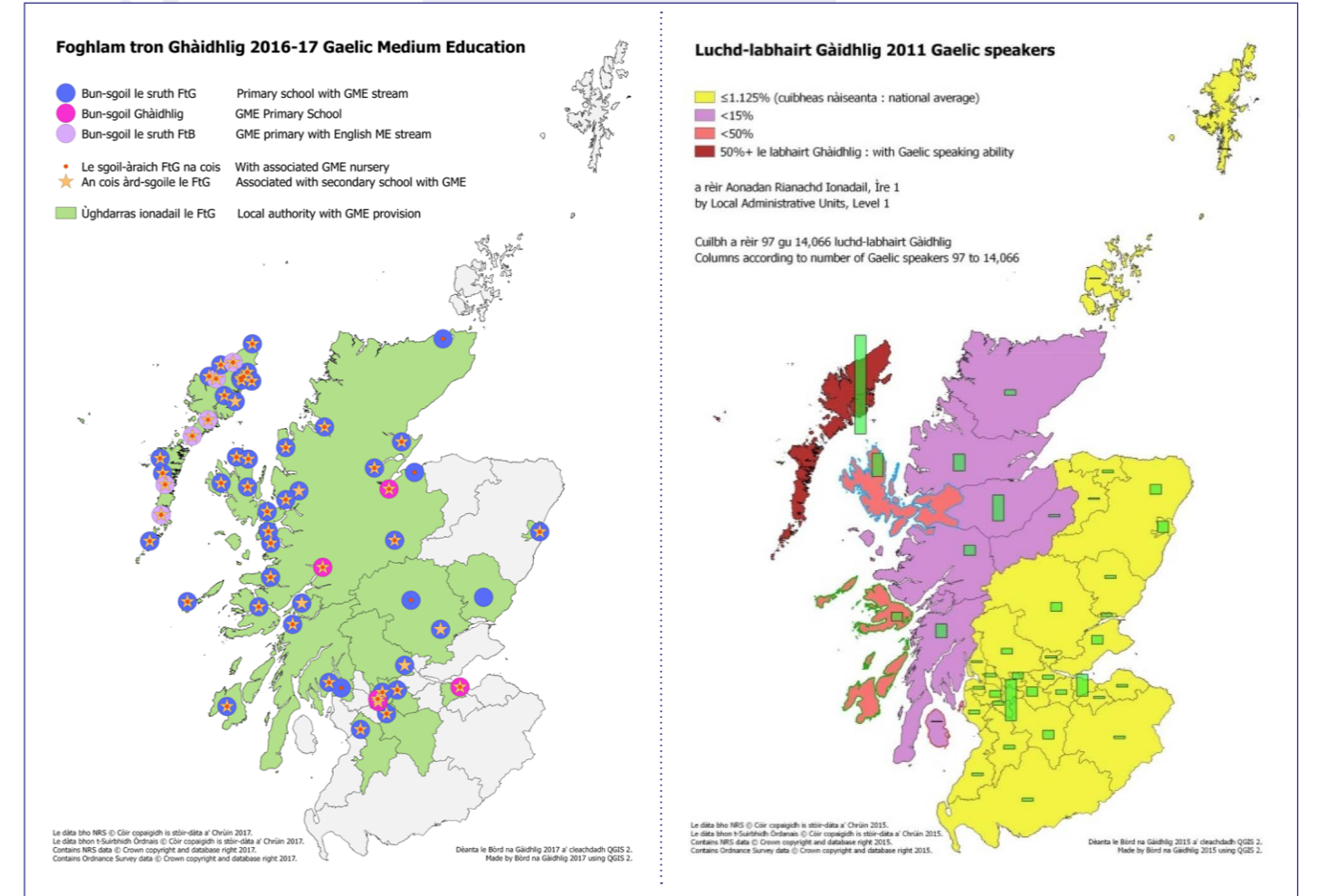
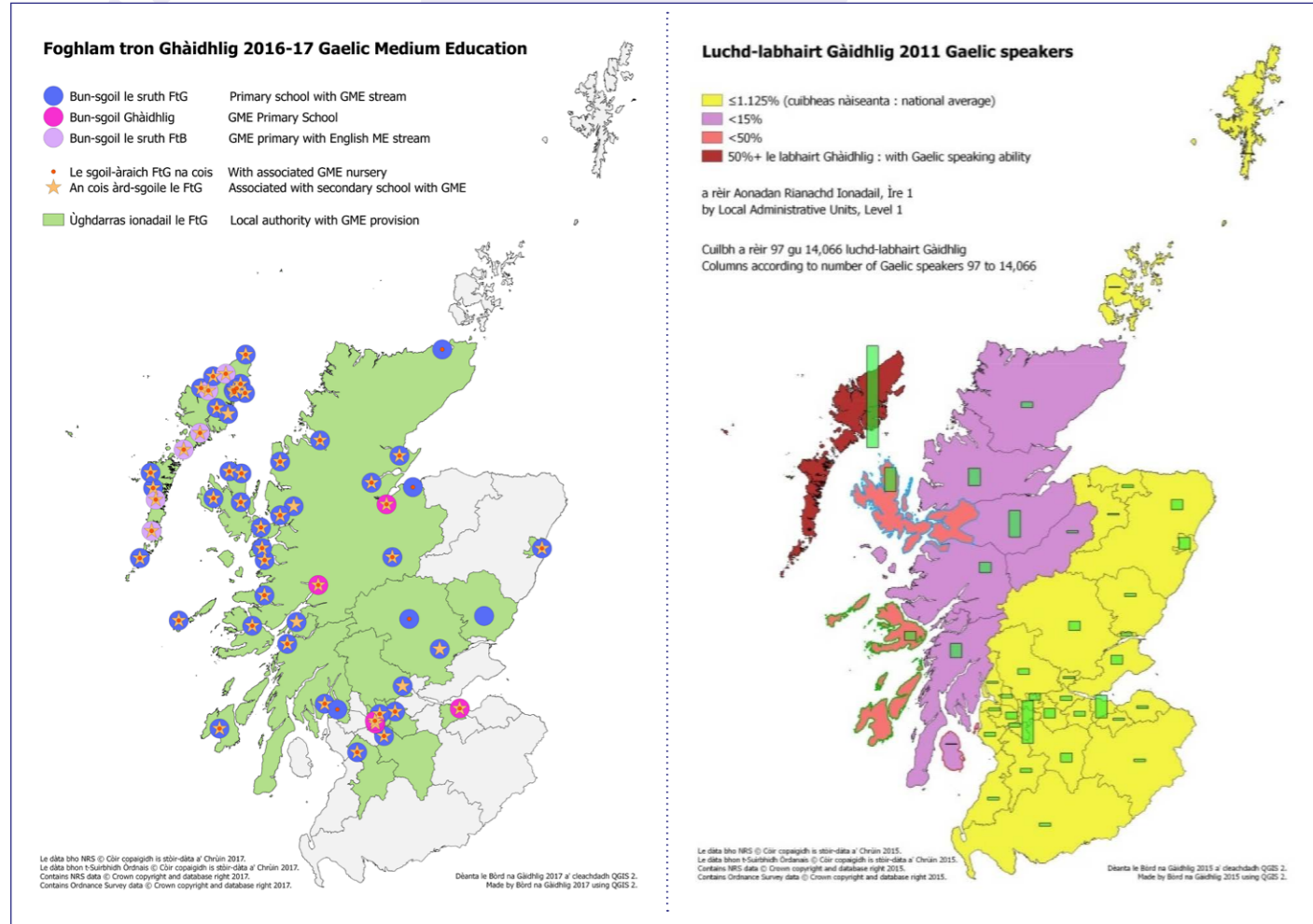
Mar thoradh air gluasad fad-amail a dh'ionnsaigh sgìrean bailteach, tha a-nis timcheall air 10,000 neach-labhairt na Gàidhlig ann an sgìre Ghlaschu, agus mar an ceudna àireamh shusbainteach ann an sgìre Dhùn Èideann (faisg air 6,000). Gu h-iomlan, a rèir a' Chunnntais-sluaigh bha 87,000 neach fa leth le 'beagan eòlais air Gàidhlig' ann an 2011.

A thaobh foghlam Gàidhlig, tha Bòrd na Gàidhlig a' togail air an t-solar chudromach a thathar a' cur a dh'ionnsaigh foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh ann an Alba.

Lorgar tuilleadh fiosrachaidh mu chothroman ionnsachaidh Gàidhlig do dh'inbhich aig [www.learnghaelic.net](http://www.learnghaelic.net).

15 Council areas in 64 locations were providing Gaelic medium education for 4894 pupils in 2011 and 10792 pupils were involved in Gaelic Learner education in the same year (update stats).

Bha 15 sgìrean Comhairle ann an 64 àite a' solarachadh foghlam tro mheadhan na Gàidhlig airson 4,894 sgoilear ann an 2011 agus bha 10,792 sgoilear an sàs ann am foghlam Luchd-ionnsachaidh na Gàidhlig sa bhliadhna cheudna.





There is a substantial feeling of goodwill towards Gaelic shown by the majority of the Scottish people as expressed in public attitude surveys (e.g. Attitudes Towards the Gaelic Language, 2011). In general this is also being expressed in the tone in which Gaelic is discussed in the press.

Having Gaelic language skills is beneficial as it is part of family and community life in Scotland. It is also a benefit in helping to decode Scotland's past and in general the benefits of bilingualism within Scottish society are also being increasingly acknowledged.

Gaelic Language Plans are now allowing local approaches to Gaelic to be discussed although much still remains to be done in terms of developing and implementing successful strategies regarding capacity building.

Comunn na Gàidhlig, the national Gaelic development agency, works with communities and businesses to increase and promote Gaelic usage. There are also a number of Gaelic arts and culture agencies, such as Fèisean nan Gàidheal, An Comunn Gàidhealach and Tobar an Dualchais.

Tha faireachdainn làidir bàigheil don Ghàidhlig air a nochdadh leis a' mhòr-chuid de mhuintir na h-Alba mar a chaidh a thaisbeanadh ann an suirbhidhean seasamh poblach (m.e. Seasamhan a thaobh na Gàidhlig, 2011). San fharsaingeachd, tha seo ga nochdadh san dòigh a tha a' Ghàidhlig ga deasbad sna meadhanan.

Tha sgilean Gàidhlig buannachdail oir tha i na pàirt de bheatha teaghlaich is coimhearsnachd ann an Alba. Tha i na buannachd cuideachd ann an cuideachadh le di-chòdadh a dhèanamh air an àm a dh'fhalbh ann an Alba, agus san fharsaingeachd thathar a' sior ghabhail ri buannachdan dà-chànanaid taobh a-staigh comann-sòisealta na h-Alba.

Tha Planaichean Gàidhlig a-nis a' ceadachadh do shlighean ionadail chun na Gàidhlig a bhith air an deasbad, ged a tha mòran ri dhèanamh fhathast a thaobh ro-innleachdan soirbheachail a leasachadh agus a bhuileachadh ann an togail comais.

Tha moran bhuidhnean Gàidhlig ag obrachadh air feadh Alba m.e. Tha Comunn na Gàidhlig, buidheann leasachaidh nàiseanta na Gàidhlig, ag obair le coimhearsnachdan agus gnothachasan gus cleachdadh na Gàidhlig adhartachadh agus a mheudachadh. Tha àireamh de bhuidhnean ealain is cultair Gàidhlig eile ann cuideachd, leithid Fèisean nan Gàidheal, An Comunn Gàidhealach agus Tobar an Dualchais.







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