

COMHAIRLE BAILE GHLASCHU
**AM PLANA
GÀIDHLIG**

**23
28**

GLASGOW CITY COUNCIL
**GAEELIC
LANGUAGE PLAN**



Bòrd na
Gàidhlig





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'This Gaelic Language Plan was prepared in accordance with section 3 of the Gaelic Language (Scotland) Act 2005. It was approved on the 17 August 2023 by Bord Na Gaidhlig in accordance with Section 5 (1) (A) of the Gaelic Language (Scotland) Act 2005.'

1 FACAL-TOISICH

Is e seo an ceathramh **Plana Gàidhlig** aig Comhairle Baile Ghlaschu agus tha e a' sruthadh a-mach bho na trì planaichean roimhe sin. Is e àrd-amas agus soirbheachadh an dà phrìomh chuspair sa phlana seo. Ro 2028, bidh Gàidhlig nas ruigsinniche, air a labhairt nas fharsainghe, nas fhaicisinniche agus air a comharrachadh barrachd ann an Glaschu na ann am baile-mòr sam bith eile air an t-saoghal. **Tha a' Ghàidhlig na cànan do na h-uile.**

Tha i mar aon de mhòran chànanan air an labhairt anns a' bhaile againn, a' cur gu mòr ri saidhbhreas iomadachd a' bhaile. Is e ar n-àrd-amas gu bheil a' Ghàidhlig air a h-aithneachadh agus air a comharrachadh mar nuadh-chànan a tha fosgailte do na h-uile, air a cleachdadh gach latha, chan ann a-mhàin nar sgoiltean no sna meadhanan ach cuideachd ann an suidheachaidhean obrach is sòisealta eile. Tha sinn ag iarraidh gum bi barrachd dhaoine ag ionnsachadh agus a' cleachdadh a' chànan gu nàdarra agus gu misneachail nam beatha làitheil.

Chan eil a' Ghàidhlig a' farpais ris a' Bheurla no ri cànan sam bith eile. Tha sinn a' meas gum bi a' Ghàidhlig a' faotainn spèis co-ionann ri Beurla ann am planadh agus lìbhrigeadh air raon nas fharsainghe de sheirbheisean poblach is prìobhaideach. Gus seo a dhèanamh, tha sinn ag iarraidh gum bi a' chomhairle, a com-pàirtichean agus luchd-ùidhe eile ag obair còmhla gus àrainneachd bhrosnachail agus bun-structar làidir a chruthachadh airson cothrom soirbheachaidh don Ghàidhlig.

FOREWORD

This is Glasgow City Council's fourth **Gaelic Language Plan** and it flows from the previous three. Two key themes in this plan are ambition and success. By 2028 Gaelic will be more accessible, more widely spoken, more visible and more celebrated in Glasgow than in any other city in the world. **Gaelic is a language for all.**

It is one of many languages spoken within our city, adding to our rich diversity. Our ambition is that Gaelic is recognised and celebrated as a modern language open to all, used every day, not just in our schools or media but also in other social and work settings. We want more people learning and using the language naturally and confidently in their everyday lives.

Gaelic is not competing with the English language or any other language. We want Gaelic to have equal respect with English in the planning and delivery of a wider range of public and private services. To do this we want the council, its partners and other stakeholders working together to create an encouraging environment and improved infrastructure for Gaelic to flourish.

Buinidh a' Ghàidhlig don bhaile againn agus tha i air a bhith na pàirt ghnèitheach de ar cultar saidhbhir agus ar dualchas. Tha sinn airson 's gum bi a' Ghàidhlig air a h-aithneachadh uile-choitcheann mar stòras gun choimeas agus na stiùir dheimhinneach air adhartas agus soirbheachadh ann an Glaschu. Tha sinn a' coimhead ri tuigse mheudaichte agus neartachadh air na ceanglaichean eachdraidheil a tha a' co-dhlùthadh na Gàidhlig anns a' bhaile, sna glinn, sna h-eileanan agus thall-thairis.

Tha buileachadh air a' phlana seo ag iarraidh stiùireadh aig gach ìre. Tha feum air meudachadh sna goireasan a tha riarachaidh airson adhartachadh is mothachadh don chànan, agus tasgadh dearbhach don chànan agus don bhaile againn mu choinneamh an ama ri teachd. Is e plana mionaideach a tha seo, plana beò. Buinidh e do mhuintir Ghlaschu uile. 'S e am plana agaibhse a th' ann. Feuch gun tèid sibh an sàs ann.

Fearghal Dalton
Comhairliche

Gaelic belongs to our city and has been an intrinsic part of our rich culture and heritage. We want Gaelic to be universally recognised as a unique asset and a positive driver of progress and success in Glasgow. We want an increased understanding and strengthening of the historical connections that bind Gaelic in the city, the glens, the islands and overseas.

The implementation of this plan requires leadership at all levels. It requires an increase in resources allocated to the promotion and awareness of the language, a positive investment for the future of our language and city. This is a detailed plan, a live plan. It belongs to all Glaswegians. It is your plan. Please engage with it.

Feargal Dalton
Councillor

2 RO-RÀDH

ACHD NA GÀIDHLIG (ALBA) 2005

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

Is e aon de phrìomh fheartan na h-Achd 2005, an solar a tha a' comasachadh do Bhòrd na Gàidhlig riatanas a chur air ùghdarras poblach gu plana Gàidhlig ullachadh. Chaidh an solar seo a dhealbhadh gus dèanamh cinnteach gum bi an roinn phoblach ann an Alba a' coileanadh a pàirt ann an cruthachadh àm teachdail seasmhach don Ghàidhlig, le bhith ag àrdachadh inbhe agus ìomhaigh a' chànain agus a' cruthachadh chothroman dèanadach airson a cleachdadh.

GÀIDHLIG ANN AN ALBA

Aig a' chunntas-sluaigh mu dheireadh ann an 2011, b' e 87,000 an àireamh iomlan de dhaoine aois trì bliadhna agus còrr le sgilean Gàidhlig (labhairt, leughadh, sgrìobhadh, tuigsinn Gàidhlig). Dhiubh sin, thuirt 57,375 gur e luchd-labhairt Gàidhlig a bh' annta. B' e crìonadh beag a bha seo bho 2001 nuair a bha an àireamh de luchd-labhairt aig 58,652.

Nochd cunntas-sluaigh 2011 cuideachd meudachadh de 10% ann an luchd-labhairt na Gàidhlig fo aois 15 bliadhna, àireamh dheimhinneach airson ath-bheothachadh na Gàidhlig. Mheudaich sin, còmhla ri meudachadh ann an àireamhan ag ionnsachadh Gàidhlig, iarrtas airson Foghlam tro Mheadhan na Gàidhlig, agus tha fàs ann an cleachdadh na Gàidhlig ann an roinnean cruthachail,

INTRODUCTION

THE GAELIC LANGUAGE (SCOTLAND) ACT 2005

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.

GAELIC IN SCOTLAND

At the last census in 2011, the total number of people aged 3 and over with Gaelic skills (speak/read/write/understand Gaelic) was 87,100. Of those, 57,375 stated that they were Gaelic speakers. This was a small decline from 2001 when there were 58,652 speakers.

The 2011 census also revealed a 10% increase in Gaelic speakers below the age of 15, a positive number for Gaelic revival. That, along with increased numbers learning Gaelic, increased demand for Gaelic Medium Education, and a growth in the use of Gaelic in creative sectors are all encouraging factors.

uile nan nithean a tha brosnachail.

Phìobraich foillseachadh air Gàidhlig air app Duolingo ann an 2020 mòran chinn-naidheachd dhearbhadh, le còrr air 500,000 neach-ionnsachaidh air feadh an t-saoghail a' clàradh. Tha seo co-ionann ri còrr air naoi tursan na h-àireimh de luchd-labhairt Gàidhlig ann an Alba. Mar fhreagairt air Covid-19, tha mòran de sholaraichean a thaobh ionnsachadh Gàidhlig, air an t-seirbheis aca atharrachadh gu libhrigeadh air-loidhne, a dh'fhosgail tuilleadh chothroman do dhaoine fa leth air a' chànan ionnsachadh.

Chan fhaod buaidh na Gàidhlig nar n-ainmean-àite a bhith air a mheas fo luach agus tha am mapa seo, air a thoirt gu buil le Bòrd na Gàidhlig agus Ainmean Àite na h-Alba, a' togail air buaidh fharsaing a' chànain.

SUIRBHIDH BHEACHDAN SÒISEALTA NA H-ALBA 2021

Ann an 2021, ghabh suirbhìdh Bheachdan Sòisealta na h-Alba a-steach ceistean mun Ghàidhlig airson a' chiad uair bho 2012. Cheadaich seo do Rannsachadh Sòisealta ScotCen air atharrachaidhean ann am beachdan thar nan deich bliadhna, a sgrùdadh.



The launch of Gaelic on the Duolingo app in 2020 sparked positive headlines, with more than 500,000 learners across the world signing up. This equates to more than nine times the number of Gaelic speakers in Scotland. In response to Covid-19 many Gaelic learning providers have adapted their service to online delivery which has opened

further opportunities for individuals to learn the language.

The influence of Gaelic in our placenames cannot be underestimated and this map, produced by Bòrd na Gàidhlig and Ainmean Àite na h-Alba, highlights the widespread influence of the language.

SCOTTISH SOCIAL ATTITUDES SURVEY 2021

In 2021, the Scottish Social Attitudes survey included questions on Gaelic for the first time since 2012. This allowed ScotCen Social Research to analyse changes in attitudes over the decade.

Lorg iad meudachadh anns a' cho-chuid de dh'inbhidh ann an Alba:

- a tha ag aontachadh le clann ann an Alba a bhith air an oideachadh ann an Gàidhlig mar chuspair sgoile airson uair a thìde no dhà gach seachdain.
- a' creidsinn gu bheil Gàidhlig cudromach do an dualchas chultarach fhèin.
- a' creidsinn gu bheil ro bheag de dh'airgead poblach ga chosg air Gàidhlig gu làithreach gach bliadhna.
- leis am bu mhath barrachd luchd-labhairt Gàidhlig a bhith ann an Alba ann an 50 bliadhna.

Thuir faisg air dà thrian de phannal na suirbhidh (iomlan de 1,365 aois 18 agus còrr air feadh Alba), gum bu mhath leotha Gàidhlig a labhairt nas fheàrr na tha iad an-dràsta. Tha seachd a-mach à deich ag aontachadh gu bheil ionnsachadh na Gàidhlig a' toirt faireachdainn math de choileanadh do neach. Bho liosta de sheachd cànanan, chuir 37% Gàidhlig san dà chànan as àirde a tha iad den bheachd as cudromaiche do chlann ann an Alba a bhith ag ionnsachadh, a' dèanamh Gàidhlig mar an tritheamh cànan as motha air a bheil meas, às dèidh Spàinnis (53%) agus Fraingis (51%).

Thuir 44% de dhaoine gun robh iad cofhurtail le bhith a' cluinntinn Gàidhlig ga labhairt, agus bha 5% mì-chofurtail. Bha 47% dhiubhsan san t-suirbhidh ag aontachadh ri soidhneachd dà-chànanach air feadh Alba agus 15% airson Beurla a-mhàin.

They found an increase in the proportion of adults in Scotland who:

- Are in favour of children in Scotland being taught Gaelic as a school subject for an hour or two a week
- Believe Gaelic to be important to their own cultural heritage
- Believe that too little public money is currently being spent on Gaelic every year
- Would like there to be more Gaelic speakers in 50 years time

Nearly two thirds of the survey panel (a total of 1,365 aged 18 and over across Scotland) said they would like to speak Gaelic better than they do now. Seven in ten agree that learning Gaelic gives someone a sense of achievement. From a list of seven languages, 37% placed Gaelic in the top two languages they feel are most important for children in Scotland to learn, making Gaelic the third most popular language after Spanish (53%) and French (51%).

44% of people said they were comfortable with hearing Gaelic spoken, whereas 5% were uncomfortable. 47% of those surveyed were in favour of bilingual signage across Scotland and 15% in favour of English only.

Tha follaiseachd do Ghàidhlig nan òige no o chionn ghoirid sna meadhanan co-cheangailte ri beachdan a tha nas taiceil. Tha iadsan aig a bheil follaiseachd nas trice do shoidhnichean Gàidhlig rathaid is poblach, a' cumail bheachdan nas deimhinniche a dh'ionnsaigh soidhnichean dà-chànanach, nì a tha ag innse gu bheil nas motha faicsinneachd air a' Ghàidhlig cudromach airson glèidhteachas a' chànan.

PLANAICHEAN NÀISEANTA NA GÀIDHLIG - 2018-23 AGUS 2023-28

Tha Comhairle Baile Ghlaschu a' cur taic ri amas Plana Nàiseanta na Gàidhlig 2018-23, gu bheil "Gàidhlig air a cleachdadh nas trice, le barrachd dhaoine agus ann an raon nas fharsaing de shuidheachaidhean."

Tha sinn dealasach a thaobh an t-amas seo a choileanadh le bhith a' cuimseachadh ar n-obrach air na trì cinn seo:-

- Meudachadh cleachdadh na Gàidhlig taobh a-staigh ar buidhne agus a' brosnachadh barrachd dhaoine gu Gàidhlig a chleachdadh nas trice nuair a tha iad ag eadar-chonaltradh rinn.
- Meudachadh a' chothruim do dhaoine air Gàidhlig ionnsachadh mar phàirt de ar n-obrachaidhean làitheil.
- Adhartachadh ìomhaigh dhearbhadh don Ghàidhlig cho tric 's as urrainn dhuinn mar phàirt de ar n-obrachaidhean làitheil.

Chuir Plana Nàiseanta na Gàidhlig 2023-28 aig Bòrd na Gàidhlig crìoch air an ìre co-chomhairleachaidh phoblach aca san Iuchar 2022 agus thathar a' sùileachadh

Exposure to Gaelic in childhood or recently in the media is associated with more supportive attitudes. Those with more frequent recent exposure to Gaelic road and public signs hold more positive attitudes towards bilingual signs, which suggests that increased visibility of Gaelic is important for the preservation of the language.

THE NATIONAL GAELIC LANGUAGE PLANS - 2018-23 AND 2023-28

Glasgow City Council supports the aim of the 2018-23 National Gaelic Language Plan that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to the achieving this aim by focussing our work, on these three headings: -

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us
- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations

Bòrd na Gàidhlig's National Gaelic Language Plan for 2023-28 completed its public consultation phase in July 2022 and is expected to be approved and

gum bi e air aontachadh agus air fhoillseachadh ann an 2023.

Tha am Plana sin a' mìneachadh lèirsinn don Ghàidhlig mar phàirt de dhualchas na h-Alba agus gum buin e do gach neach. Tha e a' cruthachadh bhuannachdan, an dà chuid sòisealta agus eaconamach, agus a' meudachadh sunnd do Luchd-cleachdaidh, luchd-ionnsachaidh agus luchd-taic na Gàidhlig air feadh Alba agus gu h-eadar-nàiseanta. Thathar den bheachd gum meudaich am Plana na buannachdan sin agus gum faod barrachd dhaoine a dhol an sàs sa chànan.

Tha am Plana aig teis-meadhain àrd-amas Riaghaltas na h-Alba gu meudachadh fhaicinn anns na h-àireamhan de dhaoine a' labhairt, ag ionnsachadh agus a' cleachdadh Gàidhlig ann an Alba.

PLANA GÀIDHLIG COMHAIRLE BAILE GHLASCHU

Is e an sgrìobhainn seo Plana Gàidhlig Comhairle Baile Ghlaschu, air ullachadh taobh a-staigh frèam-obrach Achd na Gàidhlig (Alba) 2005. Tha e a' mìneachadh mar a chleachdas sinn Gàidhlig ann an coileanadh ar n-obraichean, mar a chomasaicheas sinn cleachdadh air a' Ghàidhlig ann an conaltradh le prìomh chom-pàirtichean agus poblach, agus mar a dh'adhartacheas agus a bheir sinn leasachadh air Gàidhlig.

Tha Plana Gàidhlig Comhairle Baile Ghlaschu air a dheasachadh ann an co-rèir ri slatan-tomhais reachdail mar a tha mìnichte ann an Achd 2005, le dlùth aire ga thoirt do Phlana Nàiseanta na Gàidhlig agus do Stiùireadh air Leasachadh Phlanaichean Gàidhlig.

published in 2023.

That Plan sets out a vision for Gaelic as part of the heritage of Scotland and that it belongs to everyone. It creates benefits, both social and economic, and increase wellbeing for Gaelic users, learners and supporters across Scotland and internationally. It envisages that the Plan will increase those benefits and more people can engage with the language.

The Plan underpins the Scottish Government's ambition to see an increase in the numbers of people speaking, learning and using Gaelic in Scotland.

GLASGOW CITY COUNCIL'S GAELIC LANGUAGE PLAN

This document is Glasgow City Council'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.

Glasgow City Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

Bho 2009, tha Comhairle Baile Ghlaschu dealasach a thaobh leasachadh na Gàidhlig tro fhoillseachadh agus libhrigeadh air Planaichean Gàidhlig. Tha trì Planaichean air an toirt gu buil gu ruige seo agus tha an ceathramh plana seo a' co-dhaingneachadh ar dealais don Ghàidhlig agus a h-àrdachadh taobh a-staigh na comhairle agus baile Ghlaschu.

Bha an dreach den Phlana Gàidhlig 2023 gu 2028 ri fhaotainn leis a' phoball airson co-chomhairleachadh poblach eadar 6 Cèitean 2022 agus 22 Iuchar 2022.

Thugadh am Plana agus ceisteachan gu buil ann an cruth dà-chànanach (Gàidhlig is Beurla) agus chaidh fhoillseachadh air Ionad Co-chomhairleachaidh na comhairle www.glasgow.gov.uk/consultations agus cuideachd air duilleag Ghàidhlig làrach-lìn na comhairle www.glasgow.gov.uk/index.aspx?articleid=29268

Bha an co-chomhairleachadh ga adhartachadh gu cunbhalach fad' is farsaing tro shianalan mheadhanan sòisealta na Comhairle air Twitter agus Facebook. Bha e a' sireadh beachdan a' phobaill agus luchd-ùidhe san fharsaingeachd agus a' brosnachadh fiosrachadh air ais le bhith a' lìonadh suirbhìdh air-loidhne no air post-d no tron phost.

Chaidh 774 freagairtean don t-suirbhìdh fhaighinn air ais agus a sgrùdadh. Tha aithisg mu bhuilean na suirbhìdh ri fhaicinn ann an Eàrr-ràdh 4.

Since 2009 Glasgow City Council has committed to the development of the Gaelic language through the publication and delivery of Gaelic Language Plans. Three Plans have been produced and this fourth one consolidates our commitment to Gaelic and its enhancement within the council and the city of Glasgow.

The draft of the Gaelic Language Plan 2023 to 2028 was made available for public consultation between 6 May 2022 and 22 July 2022.

The Plan and a questionnaire were produced in bilingual format (Gaelic and English) and published on the council's Consultation Hub www.glasgow.gov.uk/consultations and also on the Gaelic page of the council's website www.glasgow.gov.uk/index.aspx?articleid=29268

The consultation was extensively and regularly promoted through the Council's social media channels on Twitter and Facebook. It sought the views of the general public and stakeholders and encouraged feedback by completion of an online survey or by email or post.

774 survey responses were received and analysed. A report on the findings of that analysis is attached as Appendix 4.

3

GÀIDHLIG ANN AN GLASCHU – MAR A BHA’S MAR A THA

Is e Glaschu am baile-mòr as motha ann an Alba, le àireamh-sluaigh a tha a’ sìor fhàs de chòrr air 633,000 neach-còmhnaidh. Bidh na mìltean a bharrachd a’ tadhal, ag obair agus a’ coileanadh an gnothaich ann am meadhan na roinne eaconamaich as motha ann an Alba. Tha am baile na dhachaigh do thrì phrìomh oilthighean a thuilleadh air cuid de na buidhnean cultarach is ionadan spòrs as ainmeile ann an Alba. Taobh a-muigh Lunnainn, tha roinn reic Ghlaschu a’ stiùireadh na slighe san RA agus tha ceàrn ionmhasail a’ bhaile a’ cumail air adhart a’ soirbheachadh.

Am measg cliù neo-chomharraichte eile, tha sgeul shònraichte Ghàidhlig aig Glaschu a tha a’ sgaoileadh tro eachdraidh bho àm nam meadhan-aoisean chun an latha an-diugh.

AINMEAN-ÀITE

Tha ceangal Ghlaschu ri Gàidhlig a’ dol air ais barrachd air mìle bliadhna chun nan làithean nuair a bha an t-àite aithnichte mar Ghlaschu dùthchail sa mhòr-chuid, agus air a dhèanamh suas de thuathanasan agus tuath fosgailte. Tha seo clàraichte ann an cunntas mionaideach mun bhuidh a bh’ aig Glaschu air an sgìre, ann an Glasgow’s Gaelic Place-names le acadaimigich bho Oilthigh Ghlaschu, Alasdair C Mac’IlleBhàin, Katherine Fhearsithe agus Sìm Mac an Tàilleir.

B’ e Gàidhlig an cànan ceannasach is inbheil ann an Glaschu bhon 9mh linn ach thòisich sin ag atharrachadh a

GAELIC IN GLASGOW - PAST AND PRESENT

Glasgow is Scotland’s largest city with a growing population of more than 633,000 residents. Many thousands more visit, work and do business in the centre of the biggest economic region in Scotland. The city is home to three major universities as well as some of Scotland’s most popular cultural and sporting organisations and venues. Outside of London, Glasgow’s retail sector leads the way in the UK and the city’s financial district continues to flourish.

Among many other unheralded glories, Glasgow also has a notable Gaelic story that permeates its history from medieval times to the present day.

PLACE-NAMES

Glasgow’s connection to Gaelic goes back more than a thousand years to the days when the place known as Glaschu was largely rural, made up of farms and open countryside. This is documented in a detailed account of Gaelic’s influence on the area, Glasgow’s Gaelic Place-names by University of Glasgow academics, Alasdair C Whyte, Katherine Forsyth and Simon Taylor.

Gaelic was the dominant, prestige language in Glasgow from the 9th century but that began to change towards the



dh'ionnsaigh deireadh na 12mh linne. Thug an Rìgh còir do mharsantaich a bha a' labhairt Albais air margaid a chumail gach seachdain mu thimcheall an tuineachaidh aig Àrd-Eaglais Ghlaschu. Glè luath, thàinig Albais gu bhith co-cheangailte ri malairt agus foghlam agus thòisich a' Ghàidhlig air a h-inbhe a chall. Ach, dh'fhuirich a' bhuidhe Ghàidhlig làidir ann an ainmean-àite agus chun an latha an-diugh tha an ceangal Gàidhlig follaiseach ann am mòran sgìrean.

Tha mòran eisimpleirean de dh'àiteachan le ainm Gàidhlig fhathast rim faicinn, a' gabhail a-steach nan ainmean a chithear air a' **mhapa** seo de ainmean-àite Gàidhlig Ghlaschu bho **Ainmean Àite na h-Alba (AAA)**.



AN LATHA AN-DIUGH

Ged a tha Glaschu an latha an-diugh na àite glè eadar-dhealaichte bhon àite sin sna meadhan-aoisean, tha a' choimhearsnachd Ghàidhlig nas làidire na bha i a-riamh agus a' leantainn air adhart a' cur tabhartas gun choimeas ris an àite a tha aithnichte mar 'Baile Mòr nan

end of the 12th century. The King gave Scots speaking merchants the right to hold a market every week around the settlement at Glasgow Cathedral. Soon, Scots became associated with commerce and education and Gaelic began to lose its status. However, the Gaelic influence remained strong in placenames and to this day the Gaelic connection is evident in many areas.

Numerous examples of places with a Gaelic name still exist, including those illustrated on this [map](#) of Glasgow's Gaelic place-names from **Ainmean Àite na h-Alba (AAA)**.

PRESENT DAY

Even though present day Glaschu is a very different place to that of medieval times, the Gaelic community is stronger than ever and continues making a unique contribution to the place known as Baile Mòr nan Gàidheal, City of the Gaels.

Gàidheal'.

Is e Glaschu cridhe bailteil luchd-labhairt na Gàidhlig ann an Alba. Tha a' choimhearsnachd Ghàidhlig nas eadar-mheasgte agus nas in-ghabhalaiche, beòthail agus brosnachail. Tha an cànan a' soirbheachadh ann am foghlam, na gnìomhachasan cruthachail, na meadhanan, ealain, ceòl agus litreachas. Tha a' choimhearsnachd a' leantainn oirre a' fàs agus barrachd is barrachd dhaoine fa leth a' tighinn air adhart gus cuideachadh leis a' chànan a chur air adhart. Tha fàilte romhpa uile. Tha iarrtas airson foghlam tro mheadhan na Gàidhlig a' leantainn air a' fàs bho bhliadhna gu bliadhna; tha adhartachadh air a' chànan aig tachartasan mòra ciùil leithid Celtic Connections, Piping Live agus Farpaisean Pìobaireachd na Cruinne, cudromach; tha na ceudan a' clàradh air cùrsaichean ionnsachaidh Gàidhlig coimhearsnachd agus sgrùdaidhean Gàidhlig aig ìre ceuma sa bhaile.

Tha an saoghal sòisealta na mheasgachadh de nuadh-aimsireil is traidiseanta le ceòl Ceilteach a' dol bho neart gu neart. Chaidh fèisean cultarach cudromach mar Celtic Connections a chruthachadh bho fhreumhan Gàidhlig agus chuidich sin an uair sin le saoghal ciùil Gàidhlig fallain a chruthachadh, loma-làn de luchd-gnìomhaidh brosnachail agus ainmeil gu h-eadar-nàiseanta.

Tha cruinneachaidhean is tachartasan traidiseanta a' leantainn orra tro na Comainn Ghàidhealach agus tro chòisirean mar na GGs (Ceòlraidh Ghàidhlig Ghlaschu), a' chòisir Ghàidhlig as sine ann an Alba. Ann an 2019, thill am Mòd Nàiseanta Rìoghail a Ghlaschu am measg sàr-chliù mar am Mòd a b' fheàrr

Glasgow is the urban heartland for Gaelic speakers in Scotland. The Gaelic community is more diverse and inclusive, vibrant and exciting. The language thrives in education, the creative industries, the media, arts, music and literature. The community continues to grow as more and more individuals come forward to help promote the language. All are welcome. Demand for education through the medium of Gaelic continues to grow year on year; promotion of the language at large scale music events such as Celtic Connections, Piping Live and the World Pipe Band Championships is important; hundreds enroll in Gaelic community learning courses and in degree level Gaelic studies in the city.

The social scene is a mix of the modern and traditional with Celtic music going from strength to strength. Important cultural festivals like Celtic Connections were created from Gaelic roots and that in turn helped create a healthy Gaelic music scene full of exciting and internationally renowned performers.

Traditional gatherings and events continue through the Highland Associations and choirs like the GGs (Glasgow Gaelic Musical Association), the oldest Gaelic choir in Scotland. In 2019, the Royal National Mod returned to Glasgow to popular acclaim as the best Mod ever. Some 12,000 visitors helped contribute around £4m of economic value

a-riamh. Chuidich mu 12,000 neach-tadhal le cur ri timcheall air £4m de luach eaconamach ris a' bhaile.

SLUAGH-THOMHAS

Nochd cunntas-sluaigh 2011 gun robh beagan comais ann an Gàidhlig aig 9,469 neach aois 3 bliadhna agus còrr, 1.7% de dh'àireamh-sluaigh a' bhaile. Bha a' mhòr-chuid dhiubh sin aois 16-49 bliadhna, mar sin thathar a' sùileachadh gum meudaich an àireamh de luchd-labhairt. Cuidichidh am fàs ann am foghlam Gàidhlig agus ionnsachadh coimhearsnachd, am meas air an app ionnsachaidh Gàidhlig bho Duolingo, soirbheachadh BBC ALBA, am prògram ùr ionnsachaidh, Speak Gaelic, agus na h-ìrean meudaichte de ghnìomhachdan cultarach is ealain Ghàidhlig, le sgilean Gàidhlig a mheudachadh ann an Glaschu agus air a thaobh a-muigh.

to the city.

DEMOGRAPHICS

The 2011 census showed that 9,469 people aged 3 and over had some Gaelic language ability, 1.7% of the city's population. Most of those were aged 16-49 so the number of speakers is anticipated to increase. The growth in Gaelic education and community learning, the popularity of the Gaelic learning app from Duolingo, the success of BBC ALBA, the introduction of a new learning programme, Speak Gaelic, and increased levels of Gaelic arts and cultural activities will help increase Gaelic skills in Glasgow and beyond.

Cunntas-sluaigh 2011 Census 2011	Comhairle Baile Ghlaschu Glasgow City Council	% Glaschu % Glasgow	% Alba % Scotland
Le sgil Ghàidhlig sam bith (aois 3+) ann an labhairt, leughadh, sgrìobhadh, tuigse With any Gaelic skill (age 3+) speak, read, write, understand	9,469	1.7	1.7
Daoine as urrainn Gàidhlig a labhairt People who can speak Gaelic	5,907	1.0	1.1
Aois dhaoine le sgil Ghàidhlig sam bith Age of people with any Gaelic skill		% de dhaoine le sgilean Gàidhlig % of people with Gaelic skills	
Age 3-15	854	9.0	11.1
Age 16-24	1,898	20.0	11.1
Age 25-34	2,012	21.3	12.5
Age 35-49	2,033	21.5	22.0
Age 50-64	1,404	14.8	21.8
Age 65+	1,268	13.4	21.5

Cunntas-sluaigh 2001 Census 2011	Comhairle Baile Ghlaschu Glasgow City Council	% atharrachadh gu 2011 ann an Glaschu % change to 2011 in Glasgow	% atharrachadh gu 2011 ann an Alba % change to 2011 in Scotland
Le sgil Ghàidhlig sam bith (aois 3+) ann an labhairt, leughadh, sgrìobhadh, tuigse With any Gaelic skill (age 3+) – speak, read, write, understand	9,941	-4.8	-5.8
Daoine as urrainn Gàidhlig a labhairt People who can speak Gaelic	5,731	+3.1	-1.8

4

ÀRD-AMAS, GNÌOMHACHD IS SEIRBHEISEAN GÀIDHLIG NA COMHAIRLE

AR N-ÀRD-AMAS DO GHÀIDHLIG ANN AN GLASCHU

Ro 2028, bidh Gàidhlig nas ruigsinniche, air a labhairt nas fharsainghe, nas fhaicsinniche agus nas comharraichte ann an Glaschu na baile-mòr sam bith eile air an t-saoghal.

Gàidhlig dhuibhse, Gàidhlig do na h-uile!

Bidh soirbheachadh a leithid:

- Barrachd dhaoine ag ionnsachadh agus a' cleachdadh a' chànan gu nàdarra agus nas misneachaile nam beatha làitheil.
- A' chomhairle, a com-pàirtichean agus luchd-ùidhe eile ag obair còmhla gus àrainneachd bhrosnachail agus bun-structar leasaichte a chruthachadh don Ghàidhlig gus a bhith soirbheachail.
- Spèis co-ionann ri Beurla aig Gàidhlig ann am planadh agus libhrigeadh air raon nas fharsainghe de sheirbheisean poblach is prìobhaideach.
- Gàidhlig aithnichte agus comharraichte mar nuadh-chànan a tha fosgailte do na h-uile, air a cleachdadh gu h-àbhaisteach chan a-mhàin ann am foghlam agus ionnsachadh ach cuideachd ann an suidheachaidhean obrach is sòisealta eile.
- Atharrachadh adhartach ann am beachd dhaoine a tha gu làithreach

THE COUNCIL'S GAELIC AMBITION, ACTIVITY AND SERVICES

OUR AMBITION FOR GAELIC IN GLASGOW

By 2028 Gaelic will be more accessible, more widely spoken, more visible and more celebrated in Glasgow than in any other city in the world.

Gaelic for you, Gaelic for all!

Success will be:

- More people learning and using the language naturally and more confidently in their everyday lives
- The council, its partners and other stakeholders working together to create an encouraging environment and improved infrastructure for Gaelic to flourish
- Gaelic having equal respect with English in the planning and delivery of a wider range of public and private services
- Gaelic being recognised and celebrated as a modern language open to all, habitually used not just in education and learning but also in other social and work situations
- A progressive change in the attitude of people currently neutral or against the



neodrach no an aghaidh cleachdadh a' chànan.

- Meudachadh anns na goireasan air an riarachadh airson adhartachadh is mothachadh don chànan.
- Tuigse mheudaichte agus neartachadh air ceanglaichean eachdraidheil a tha a' co-dhlùthadh Gàidhlig sa bhaile, sna glinn, sna h-eileanan agus thall-thairis.
- Buaidhean Gàidhlig gam beachdachadh gu co-ionann ann am planadh agus libhrigeadh sheirbheisean.
- Tabhartas na Gàidhlig do shoirbheachadh oideachail, sòisealta, cultarach is eaconamach a' bhaile ga thomhas, air fhollaiseachadh agus comharraichte ann an aithisg coileanaidh bhliadhnail na comhairle.
- Gàidhlig aithnichte gu h-uile-choitcheann mar stòras gun choimeas agus na stiùir dhearbhadh air adhartas agus soirbheachadh ann an Glaschu.

AITHISG COILEANAIDH BHLIADHNAIL CHORPORRA

Airson a' chiad uair, tha cuid de ar toraidhean Gàidhlig o chionn ghoirid air an gabhail a-steach ann an cruth dà-chànanach, ann an aithisg coileanaidh bhliadhnail chorporra na comhairle. Bha iad sin a' gabhail a-steach:

- Àireamhan meudaichte chloinne clàraichte ann am Foghlam tro Mheadhan na Gàidhlig (GME) (bho 451 ann an 2009 gu 1440 ann an 2022).
- Sgoil-àraich ùr com-pàirteachais GME ann am Bun-sgoil Ghàidhlig Bhaile a' Ghobhainn.

use of the language

- An increase in resources allocated to the promotion and awareness of the language
- An increased understanding and strengthening of the historical connections that bind Gaelic in the city, the glens, the islands and overseas
- Gaelic impacts being equally considered in the planning and delivery of all services
- Gaelic's contribution to the educational, social, cultural and economic success of the city being measured, publicised and celebrated in the council's annual performance report
- Gaelic being universally recognised as a unique asset and a positive driver of progress and success in Glasgow

CORPORATE ANNUAL PERFORMANCE REPORT

For the first time, some of our recent Gaelic outputs have been included, in a bilingual format, in the council's corporate annual performance report. Those included:

- Increasing numbers of children enrolled in Gaelic Medium Education (GME) (from 451 in 2009 to 1440 in 2022)
- A new GME partnership nursery at Govan Gaelic Primary School

- Ceathramh Bun-sgoil GME ri fosgladh ann an 2025 ann an sgìre na Calltainn.
- Libhrigeadh air barrachd chothroman ionnsachaidh do luchd-obrach.
- Iarrtas meudaichte airson prògram ionnsachaidh Gàidhlig inbhich is coimhearsnachd Ghlaschu Beò.
- Bha Gàidhlig follaiseach ann am prògram neach-ealain air mhuinntireas aig Coimhearsnachdan Cruithachail, aig Aye Write agus Celtic Connections.
- Prògram ionnsachaidh Gàidhlig do dhaoine nas sine air a thoirt gu buil leis an iomairt shòisealta, Lingo Flamingo.
- Pròiseact Litearrachd Gnàth-shìde Gàidhlig air a chur an aithne còmhla ri co-obraichean ann an Nàbaidheachdan, Ath-nuadhachadh agus Seasmachd (NRS) Comhairle Baile Ghlaschu.

GNÌOMHACHD IS SEIRBHEISEAN GÀIDHLIG

Tha na seirbheisean Gàidhlig is cultarach air a bhith gan solarachadh le Comhairle Baile Ghlaschu agus le a ro-theachdaiche, Comhairle Roinneil Shrath Chluaidh, airson còrr air 40 bliadhna. Tha a' chomhairle agus na Buidhnean air Astar (ALEOan), gu h-àraid Glaschu Beò, air fàs ann an seirbheisean Gàidhlig a bhrosnachadh ann am foghlam, ionnsachadh inbheach, na h-ealain, leasachadh coimhearsnachd agus adhartachadh nas fharsainghe air a' chànan sa bhaile le buidhnean poblach is coimhearsnachd eile.

FOGHLAM

Tha Glaschu na dhachaigh don tritheamh àireamh as àirde de chlann agus de dhaoine òga ann am Foghlam tro

- A fourth GME Primary School in the Calton area to open in 2025
- Delivery of more learning opportunities for staff
- Increasing demand for Glasgow Life's Gaelic adult and community learning
- Gaelic featured in the Creative Communities Artist-in-Residence programme, at Aye Write and in Celtic Connections
- A Gaelic learning programme for older people produced with the social enterprise, Lingo Flamingo
- A Gaelic Climate Literacy project introduced with colleagues in GCC Neighbourhoods, Regeneration and Sustainability (NRS)

Gaelic Activity and Services

Gaelic language and cultural services have been provided by Glasgow City Council and its predecessor Strathclyde Regional Council for more than 40 years. The council and its Arm's Length External Organisations (ALEOs), in particular Glasgow Life, have encouraged a growth in Gaelic language services in education, adult learning, the arts, community development and the wider promotion of the language in the city with other public and community organisations.

EDUCATION

Glasgow is home to the third largest number of children and young people in Gaelic Medium Education (GME) in

Mheadhan na Gàidhlig (GME) ann an Alba. Ann an 2020, b' e a' Ghàidhealtachd (1,822) agus na h-Eileanan Siar (1,414) aig an robh àireamhan nas àirde na Glaschu (1,306).

Mheudaich iarrtas airson GME bliadhna an dèidh bliadhna on a dh'fhosgail a' chiad aonad ann an Alba ann an 1985 ann am Bun-sgoil Sir Iain Maxwell ann am Pollokshaws. A-nis, tha trì sgoiltean-àraich againn aig àrainn Sgoil Ghàidhlig Ghlaschu air Sràid Berkeley (Anderston), Lyoncross (Pollok) agus Rowena (Knightswood) còmhla ri solar prìobhaideach aig Seudan Beaga agus Òganan Ghlaschu. Eatarra, ann an 2022, thug iad seachad ionnsachadh tràth-bhliadhnaichean ann an Gàidhlig do 144 neach-cloinne.

Tha ceithir Bun-sgoiltean cuideachd aig a' chomhairle - Bun-sgoil Ghàidhlig Ghlaschu, Bun-sgoil Ghàidhlig Ghleann Dail, Bun-sgoil Ghàidhlig Bhaile a' Ghobhainn agus Bun-sgoil Ghàidhlig. Bidh a' chiad bhuidheann de chlann do sgoil na Calltainn, 39 gu lèir, stèidhichte ann am Bun-sgoil Taobh Cheilbhinn a Tuath fhad 's a tha togalach Bun-sgoil Naoimh Sheumais ga ath-ùrachadh gu tur airson ath-fhosgladh ann an 2025. Gu h-iomlan, chaidh 851 neach-cloinne a chlàradh ann am Bun-sgoiltean Foghlam tro Mheadhan na Gàidhlig ann an Glaschu ann an 2022.

Tha Àrd-Sgoil tro Mheadhan na Gàidhlig cuideachd aig a' chomhairle air àrainn Sràid Berkeley. Chaidh 445 dhaoine òga a chlàradh an sin ann an 2022. A' coimhead ris an àrainn a bhith a-mhàin do sholar Àrd-Sgoile ro 2028, tha planadh airson bun-sgoil GME eile air làrach eile ann an taobh siar a' bhaile air tòiseachadh.

Scotland. In 2020, only the Highlands (1,822) and Western Isles (1,414) had higher numbers than Glasgow (1,306).

Demand for GME has increased year on year since the first unit in Scotland was opened in 1985 at Sir John Maxwell's Primary School in Pollokshaws. Now, we have three nurseries at the Glasgow Gaelic School's Berkeley Street campus (Anderston), Lyoncross (Pollok) and Rowena (Knightswood) along with private provision at Seudan Beaga and Òganan Ghlaschu. Between them, in 2022, they provided early years Gaelic learning for 144 children.

The council also operates four Primary schools – Bun-sgoil Ghàidhlig Ghlaschu, Bun-sgoil Ghàidhlig Ghleann Dail, Bun-sgoil Ghàidhlig Bhaile a' Ghobhainn and Bun-sgoil Ghàidhlig a' Challtainn. The first cohort of children for the Calton school, 39 in total, will be based at North Kelvinside Primary School while the former St James' Primary building is extensively renovated for re-opening in 2025. In total, 851 children were enrolled in Glasgow's Gaelic Medium Primary Schools in 2022.

The city also has a Gaelic Medium Secondary School at the Berkeley Street campus. 445 young people were enrolled there in 2022. In anticipation of the campus being dedicated solely to Secondary School provision by 2028, planning for a replacement GME primary school at another site in the west end has

Gu h-iomlan airson na bliadhna sgoile 2022-23, chaidh 1440 neach-cloinne agus daoine òga a chlàradh tarsainn solar sgoil-àraich, bun-sgoil agus àrd-sgoil GME ann an Glaschu. Tha an t-iarrtas airson GME sa bhaile a' leantainn air a' taisbeanadh fàs bliadhna an dèidh bliadhna, agus leis an sin tha dùbhlain chudromach, mar eisimpleir trusadh thidsearan. Is iad sin na cùisean leis am bi an t-ùghdarras ionadail a' dèiligeadh còmhla ri Riaghaltas na h-Alba agus buidhnean poblach is coimhearsnachd, thar beatha a' Phlana seo.

Gheibhear tuilleadh dàta air àireamhan GME ann an Eàrr-ràdh 1.

CORPORRA

Tha gnìomhachd riaghlaidh chorporra na comhairle air a stiùireadh taobh a-staigh Roinn an Àrd-Oifigeir. Tha sin a' gabhail a-steach an aonaid Ghàidhlig far a bheil an t-Oifigeir Leasachaidh Gàidhlig a' planadh, a' libhrigeadh, a' cumail sùil agus ag ath-sgrùdadh sheirbheisean Gàidhlig air an solarachadh aig ìre chorporra is sheirbheis.

Chaidh am Plana seo a thoirt gu buil ann an co-bhonn le Buidheann nan Oifigearan Gàidhlig (Buidheann Buileachaidh). Am measg nam ball sa bhuidheann sin, tha co-obraichean bho Roinn an Àrd-Oifigeir, bho Sheirbheisean Foghlaim air a bheil uallach airson libhrigeadh agus leasachadh air GME, agus bho Ghlaschu Beò a tha a' solarachadh sheirbheisean Gàidhlig ann an ionnsachadh, na h-ealain, leabharlannan, taighean-tasgaidh agus spòrs. Tha dleastanas air roinnean agus seirbheisean eile uile taic a chur ri adhartachadh na Gàidhlig ach gu làithreach chan eil iad riochdaichte air Buidheann nan Oifigearan.

started.

In total for the 2022-23 school year, 1440 children and young people were enrolled across GME nursery, primary and secondary provision in Glasgow. The demand for GME in the city continues to show year on year growth and with that comes significant challenges, for example teacher recruitment. These are matters the local authority will tackle with the Scottish Government and public and community organisations over the duration of this Plan.

More data on GME rolls can be found in Appendix 1.

CORPORATE

The council's corporate governance activity is managed within the Chief Executive's Department. That includes the Gaelic unit where the Gaelic Development Officer plans, delivers, monitors and reviews Gaelic services provided at a corporate and service level.

This Plan was produced in conjunction with the Gaelic Officers' Group (Implementation Group). Members of that group include colleagues from Chief Executive's Department, from Education Services who are responsible for delivery and development of GME, and from Glasgow Life who provide Gaelic services in learning, the arts, libraries, museums and sport. All other departments and services also have a responsibility to support the promotion of the Gaelic language but are currently not represented on the Officers' Group.

Tha a' chomhairle dealasach a thaobh adhartachadh na Gàidhlig sa bhaile agus cluinntinneachd is faicsinneachd a' chànain anns na seirbheisean làitheil. Tha Stiùireadh Brann Corpóra ùr na comhairle 2020 a' dèiligeadh ri cuid den seo ann an earrann mu dheidhinn gnìomhachadh is cleachdadh na Gàidhlig tron ghnòthaich làitheil againn. Tha an stiùir a' mìneachadh ciamar agus cuin a bu chòir an luchd-obrach is buill thaghte uile, an cànan a chleachdadh nar gnìomhachd làitheil.

Tha am Plana seo cuideachd a' dèiligeadh ri àireamh de dh'amasan/builean sheirbheisean corporra eile a tha co-cheangailte ri inbhe a' chànain, conaltradh leis a' phoball, fiosrachadh, luchd-obrach agus corpas na Gàidhlig. Gheibhear tuilleadh mion-fhiosrachaidh ann an Earrann 5 den Phlana seo.

SGRÙDADH/SUIRBHIDH SGILEAN GÀIDHLIG 2022

Is e prìomh eileamaid de phlana Gàidhlig na sgìlean Gàidhlig a tha an làthair taobh a-staigh buidhne, a thuigsinn.

Tha Bòrd na Gàidhlig a' moladh gun coilean sinn sgrùdadh/suirbhidh air comas Gàidhlig air an taobh a-staigh mar phàirt de dh'ullachadh plana Gàidhlig, gus an gabh na gealltanasan sa phlana a bhith air am maidseadh ri sgìlean làithreach agus togail air far a bheil trusadh agus / no trèanadh a bharrachd a dhìth.

Tha an sgrùdadh/suirbhidh a' solarachadh cothruim air clàradh airson clasaichean Gàidhlig. Tha seiseanan ionnsachaidh is mothachaidh Gàidhlig air an tairgsinn do luchd-obrach bhuidhnean na comhairle agus buidhnean air astar uile (ALEO). Tha toraidhean an sgrùdadh/suirbhidh sgìlean

The council is committed to the promotion of Gaelic throughout the city and the audibility and visibility of the language in everyday services. The 2020 council family's new Corporate Brand Guidance addresses some of this in a section on the application and use of Gaelic throughout our business. The guide sets out how and when all staff and elected members should use the language in our day to day activity.

This Plan also addresses a number of other corporate service aims/outcomes related to the status of the language, communication with the public, information, staff and Gaelic language corpus. More detail can be seen in Section 5 of this Plan.

2022 GAELIC SKILLS AUDIT/SURVEY

A key element of a Gaelic language plan is to understand the Gaelic skills which exists within an organisation.

Bòrd na Gàidhlig recommends that we conduct an internal Gaelic capacity audit/survey as part of the preparation of a Gaelic language plan, so that the commitments in the plan can be matched to existing skills and highlight where additional recruitment and / or training is required.

The audit/survey also provides an opportunity to register for Gaelic classes. Gaelic learning and awareness sessions are offered to all council and arm's length organisations' (ALEO) staff. The results of the 2022 Gaelic skills audit/survey are attached in Appendix 3.

Gàidhlig 2022 rim faicinn ann an Eàrr-ràdh 3.

RANNSACHADH

Is e pàirt den raon-dleistanais, ath-sgrùdadh a dhèanamh air adhartas agus soirbheachadh. Thathar air a bhith fada den bheachd gun robh luach cudromach ann, agus iarrtas airson seirbheisean Gàidhlig sa bhaile, ach cuideachd gun robh gainnead de fhianais mar thaic don mholadh sin.

Ann an 2021, chuir Comhairle Baile Ghlaschu, le maoineachadh bho Bòrd na Gàidhlig, dà phrìomh sgrùdadh rannsachaidh air bhonn. Bha aon gus tuairmse a thoirt air luach eaconamach na Gàidhlig ann an Glaschu, cuideachd gus an fhàs na cleachdadh a shealltainn agus gus taisbeanadh mar a thug an cànan agus cultar buaidh air sunnd baile Ghlaschu. Cho-dhùin an dàrna sgrùdadh, ann an co-bhonn le Oilthigh Ghlaschu, iarrtas, cothroman agus prìomhachasan do Ghàidhlig sa choimhearsnachd, a chomharrachadh.

• Eaconamach agus sunnd

Nochd an rannsachadh **Eaconamaidh Gàidhlig ann an Glaschu** gu bheil barrachd air 700 de dh'obraichean co-ionann ri làn-ùine, mar thoradh air Gàidhlig. Tha na 700 obair sin a' cur timcheall air £21.6m sa bhliadhna de luach leasaichte iomlan (GVA) ri eaconamaidh Ghlaschu. Tha foghlam agus ionnsachadh cunntachail airson na co-chuid as motha de dh'obraichean (58% den iomlan) air a leantainn leis na Gnìomhachasan Cruthachail (23%) agus an uair sin Turasachd is Tachartasan (16%). Tha na Gnìomhachsan Cruthachail, gu h-àraid obraichean

RESEARCH

Part of the remit is to review progress and promote success. It has long been considered that there was a significant value in, and a demand for, Gaelic services in the city but also that there was a shortage of evidence to support that proposition.

In 2021, Glasgow City Council, with funding support from Bòrd na Gàidhlig, commissioned two major research studies. One was to estimate the economic value of Gaelic in Glasgow, also to show the growth in its use and to illustrate how the language and culture impacted on the wellbeing of Glasgow. A second study, jointly with the University of Glasgow, set out to identify demand, opportunities and priorities for Gaelic in the community.

• Economic and wellbeing

The 'Gaelic Economy in Glasgow' research by DC Research showed that more than 700 full-time equivalent jobs can be attributed to Gaelic. Those 700 jobs provide around £21.6m per annum gross value added (GVA) to the Glasgow economy. Education and learning accounts for the largest proportion of jobs (58% of the total) followed by Creative Industries (23%) and then Tourism and Events (16%). The Creative Industries, especially jobs related to the media, provide a higher rate of GVA and they account for 56% of the £21.6m annual total. The economic impact of Gaelic

co-cheangailte ris na meadhanan, a' solarachadh ìre nas àirde de GVA agus tha iad cunntachail airson 56% den iomlan bhliadhna de £21.6m. Tha buaidh eaconamach na Gàidhlig air tachartasan leithid Celtic Connections, FilmG, Farpaisean Pìobaireachd na Cruinne agus Duaisean Gàidhlig na h-Alba timcheall air £7.2m sa bhliadhna.

Bha a' bhuaidh air sunnd dhaoine fa leth làidir cuideachd. Bha luchd-freagairt a' faireachdainn gun robh Gàidhlig a' meudachadh am pròis agus an ùidh ann an Alba agus nan coimhearsnachd ionadail, a' toirt dhaibh faireachdainn nas motha de an dearbh-aithne fhèin, a' leasachadh an slàinte inntinn agus sunnd, meudachadh an toileachais agus am fèin-mheas/fèin-mhisneachd/fèin-luach, meudachadh an com-pàirt ann an tachartasan cultarach agus ag àrdachadh an cruthachalachd fa leth.

B' iad na prìomh chùisean is mholaidhean:

1. Co-obrachadh nas motha agus nas fheàrr eadar buidhnean ann an Glaschu.
2. Gàidhlig a dhèanamh nas fhaicsinniche ann am beatha agus eaconamaidh Ghlaschu.
3. Taic do ghnìomhachadh agus cleachdadh na Gàidhlig ann an gnothachas, gnìomhachdan sòisealta is coimhearsnachd air feadh Ghlaschu.
4. Leasachadh air structar na margaid obrach Ghàidhlig agus fiosrachadh.
5. Ionnsachadh na Gàidhlig agus goireasan is leasachadh cànan adhartachadh.

on events such as Celtic Connections, FilmG, World Pipe Band Championships and the Scottish Gaelic Awards is around £7.2m annually.

The impact of Gaelic on individual wellbeing was also strong. Respondents felt Gaelic increased their pride and interest in Scotland and their local community, gave them a greater sense of their own identity, improved their mental health and wellbeing, increased their happiness and self-esteem/self-confidence/self-worth, increased their participation in cultural events and enhanced their individual creativity.

The key issues and recommendations were:

1. More and better cooperation between agencies in Glasgow
2. Make Gaelic more visible in the life and economy of Glasgow
3. Support the application and use of Gaelic in business, social and community activities across Glasgow
4. Improve the Gaelic labour market structure and information
5. Promote Gaelic learning and language facilities and development

• **Obair Com-pàirteachais / Aon Ghlaschu**

Ann am Plana Gàidhlig 2018 gu 2022 na comhairle, ghabh sinn ri leasachadh air modh-obrach com-pàirteachais Aon Ghlaschu le leasachadh na Gàidhlig ann an Glaschu. Thug soirbheachadh Mòd Ghlaschu 2019 cothrom dhuinn am beachd a chur an gnìomh agus ann an dèanamh sin, cuideachadh le gealltanais dìleib a libhrigeadh a thaobh àm teachdail seasmhach don Ghàidhlig ann an Glaschu.

Chaidh buidheann Aon Ghlaschu a chruthachadh agus oifigear fhastadh gus an obair a cho-òrdanachadh. Thàinig riochdairean bho bhuidhnean agus bho dhaoine fa leth le ùidh ro-innleachdail no obrachail ann an leasachadh na Gàidhlig sa bhaile.

B' e pròiseact rannsachaidh coimhearsnachd 'Gàidhlig ann an Glaschu' prìomh ghnìomh a thàinig bhon bhuidheann sin, air a stiùireadh leis a' chomhairle agus Oilthigh Ghlaschu às leth Aon Ghlaschu. Rinn sinn suirbhidh air a' choimhearsnachd nas fharsainge gus am prìomh chùisean is phrìomhachasan sòisealta is coimhearsnachd a chomharrachadh. Chomharraich an sgrùdadh rannsachaidh a chaidh a chrìochnachadh o chionn ghoirid, àireamh de phrìomh chùisean, a' gabhail a-steach:

1. Dìth chothroman airson cleachdadh neo-fhoirmeil air a' Ghàidhlig.
2. Dìth farsaingeachd fhiosaigeach airson gnìomhachdan Gàidhlig.
3. Feum air barrachd mothachaidh agus adhartachaidh air seirbheisean Gàidhlig.

• **Partnership work / Aon Ghlaschu**

In the council's 2018 to 2022 Gaelic Language Plan, we committed to the development of an Aon Ghlaschu (One Glasgow) partnership approach to Gaelic development in the city. The success of Mòd Ghlaschu 2019 gave us an opportunity to put the idea into practice and in so doing help deliver a legacy promise of a sustainable future for Gaelic in Glasgow.

An Aon Ghlaschu steering group was formed and an officer employed to coordinate its work. Representatives came from organisations and individuals with a strategic or operational interest in Gaelic development in the city.

A key action from that group was a community research project, 'Gaelic in Glasgow', led by the council and the University of Glasgow on behalf of Aon Ghlaschu. We surveyed the wider community to identify their main social and community issues and priorities. The recently completed research study identified a number of key issues, including:

1. Lack of opportunities for informal Gaelic usage
2. Lack of physical space for Gaelic activity
3. Need for further awareness and promotion of Gaelic services

4. Feum air faicsinneachd fhiosaigeach nas motha air Gàidhlig ann an Glaschu.

A thuilleadh air na nithean sònraichte sin, bha conaltradh leasaichte eadar buidhnean agus a' choimhearsnachd fharsaing na phrìomh chuspair. Chaidh taic a chuir ris an fheum air làrach-lìn agus sianalan mheadhanan sòisealta, barrachd susbaint mu thachartasan Gàidhlig agus cothroman ionnsachaidh. Bidh oifigear Aon Ghlaschu agus com-pàirteachas de bhuidhnean agus de dhaoine fa leth a' beachdachadh air toraidhean an rannsachaidh uile agus a' cruthachadh plana gnìomha. Le taic bho Bhòrd na Gàidhlig, Oilthigh Ghlaschu agus com-pàirtichean eile Aon Ghlaschu, bidh Comhairle Baile Ghlaschu ag amas air taic a thoirt do leasachadh Aon Ghlaschu tro bheatha a' Phlana.

GLASCHU BEÒ – IONNSACHADH, NA H-EALAIN, TAIGHEAN-TASGAIDH, LEABHARLANNAN, SPÒRS AGUS TACHARTASAN

Tha Glaschu Beò air a bhith na Bhuidheann aig Astar de Chomhairle Baile Ghlaschu on a chaidh a cho-chorpachadh ann an 2006. Tha dleastanas deatamach aca ann an leasachadh agus adhartachadh na Gàidhlig air feadh Ghlaschu. Tha luchd-obrach a' tabhann cothroman mòr-chudromach airson ionnsachadh Gàidhlig inbhich is dhaoine òga, co-obrachaidhean ealain Ghàidhlig tarsainn raon de chuspairean agus prìomh fhèisean, goireasan Gàidhlig ann an leabharlannan, taighean-tasgaidh agus spòrs. Tha an obair seo fo sgrùdadh Fòram Gàidhlig Ghlaschu Beò air an taobh a-staigh, a tha cuideachd a' biathadh a-steach do phrìomh Bhuidheann Buileachaidh / Oifigearan Gàidhlig na comhairle.

4. Need for greater physical visibility of Gaelic in Glasgow

Other than those specifics, improved communication between organisations and the wider community was a central theme. The need for a website and social media channels, more content on Gaelic events and learning opportunities were supported. The Aon Ghlaschu officer and a partnership group of organisations and individuals will be considering all the research's findings and will create an action plan. With the support of Bòrd na Gàidhlig, the University of Glasgow and other Aon Ghlaschu partners, Glasgow City Council will aim to support the development of Aon Ghlaschu throughout the lifetime of this Plan.

GLASGOW LIFE – LEARNING, THE ARTS, MUSEUMS, LIBRARIES, SPORT AND EVENTS

Glasgow Life has been an Arm's Length External Organisation of Glasgow City Council since its incorporation in 2006. It has a pivotal role in the development and promotion of Gaelic throughout Glasgow. Staff offer vital opportunities for Gaelic learning for adults and young people, Gaelic arts collaborations across a range of disciplines and major festivals, Gaelic resources in libraries, museums and sport. This work is monitored by Glasgow Life's internal Gaelic Forum which also feeds into the council's main Gaelic Implementation / Officers' Group.

Around a thousand people have accessed **Gaelic learning** opportunities with Glasgow Life over the last 5 years.

They provide Gaelic learning for adults, including weekly sessions of the newly introduced Speak Gaelic initiative, along with conversation and additional support sessions aimed at those wishing to practice their Gaelic skills online in a relaxed, informal setting. Glasgow Life also caters for the younger generation, with a host of Bookbug sessions aimed at 5 and under along with Clann is Cluich for primary aged children. This service has developed into online learning in response to Covid-19 and attracted attendance from as far afield as the United States.

The success of the Gaelic schools have helped Glasgow Life develop wider community interest in Gaelic learning and culture. It's hoped that the new GME school in the Calton may encourage new learners and that it might even spark a Gaelic revival in part of the neighbouring Bridgeton area. This was where a Gaelic-speaking community (named after Glengarry in Lochaber from where they were evicted during the Highland Clearances) was established in the late 18th century. Apart from creating the first Catholic community in Glasgow since the Reformation, the new Glasgow Gaels were noted for their work in the cotton factories of the industrialist David Dale, also owner of mills at New Lanark.

Tha timcheall air mìle neach air cothroman **ionnsachaidh Gàidhlig** fhaotainn le Glaschu Beò thar nan 5 bliadhna mu dheireadh.

Tha iad a' solarachadh ionnsachadh Gàidhlig do dh'inbhich, a' gabhail a-steach seiseanan seachdaineach den iomairt ùr Speak Gaelic, còmhla ri seiseanan còmhraidh is taic a bharrachd, air an amas orrasan a tha airson an sgilean Gàidhlig a chleachdadh air-loidhne ann an suidheachadh neo-fhoirmeil sìtheil. Tha Glaschu Beò cuideachd a' frithealadh a' ghinealaich nas òige, le àireamh de sheiseanan Bookbug ag amas air 5 bliadhna agus nas òige a thuilleadh air Clann is Cluich do chlann aois bun-sgoile. Tha an t-seirbheis seo air leasachadh gu ionnsachadh air-loidhne mar fhreagairt do Covid-19 agus air làthaireachd a tharraing bho cho fada air falbh ris na Stàitean Aonaichte.

Tha soirbheachadh nan sgoiltean Gàidhlig air Glaschu Beò a chuideachadh gu ùidh coimhearsnachd nas fharsainge a leasachadh ann an ionnsachadh is cultar Gàidhlig. Thathar an dòchas gum misnich an sgoil ùr GME sa Challtinn luchd-ionnsachaidh ùr, agus gur dòcha fiù gum piobraich i ath-bheothachadh Gàidhlig ann am pàirt de sgìre ionadail Bhaile na Drochaid. B' ann an seo a chaidh coimhearsnachd Ghàidhlig (ainmichte às dèidh Gleanna Garadh ann an Loch Abar, bho an deach am fuadach aig àm nam Fuadaichean) a stèidheachadh aig deireadh na 18mh linne. A thuilleadh air a' chiad choimhearsnachd Chaitligeach ann an Glaschu bho àm an Ath-leasachaidh a chruthachadh, bha Gàidheil ùra Ghlaschu ainmeil airson an cuid obrach ann am factaraidhean cotain an neach-gnìomhachais David Dale, sealbhadair

nam muilnean ann an Lannraig Nuadh.

Tha **Ealain Ghàidhlig** Ghlaschu Beò glè chudromach cuideachd a thaobh leasachadh a' chàin. Tha Ro-innleachd nan Ealain Ghàidhlig 2018-2022 a' leantainn air prìomh fhoillseachadh na buidhne do Ghàidhlig sna h-ealain. Tha e a' mìneachadh àireamh de chothroman cruthachail an lùib thachartasan, pròiseactan, bùithtean-obrach, cothroman maoinachaidh agus com-pàirteachasan air feadh Ghlaschu agus nas fhaide air falbh.

Tha na còig amasan ro-innleachdail aige a' solarachadh frèam-obrach leathan do na h-ealain Ghàidhlig a bhith soirbheachail ann an Glaschu. Tha iad a' gabhail a-steach:

- Prògram guireadair, GUR (ann an com-pàirteachas le Theatar Nàiseanta na h-Alba, Conservatoire Rìoghail na h-Alba agus Sabhal Mòr Ostaig);
- Ann an com-pàirteachas le Oilthigh Ghlaschu;
- Co-labhairt chultarach bhliadhnail;
- Cuimse air daoine òga suas gu aois 25 bliadhna;
- Leasachadh air susbaint Ghàidhlig ann am prìomh fhèisean is tachartasan, a' gabhail a-steach Celtic Connections, Aye Write, Fèis Bhaile nam Marsantan, Mela agus Glaschu Eadar-nàiseanta.

Thèid an Ro-innleachd a leudachadh gu 2024 gus pròiseactan na dìleib bho Mhòd Ghlaschu 2019 a ghabhail a-steach, leasachadh tarsainn iomairtean ealain air feadh a' bhaile agus tachartasan cultarach sa bhaile san àm ri teachd, ach fuirichidh na raointean gnìomhachd coitcheann sin.

Glasgow Life's **Gaelic Arts** work is also very important to the language's development. The 2018-2022 Gaelic Arts Strategy continues to be the organisation's main corporate publication for Gaelic in the arts. It sets out a number of creative opportunities involving events, projects, workshops, funding opportunities and partnerships across Glasgow and beyond.

Its five strategic aims provided a broad framework for the Gaelic arts to thrive in Glasgow. They included:

- An incubator programme, GUR (in partnership with National Theatre of Scotland, Royal Conservatoire of Scotland and Sabhal Mòr Ostaig);
- The glaschu.net website in partnership with the University of Glasgow;
- An annual cultural symposium;
- A focus on young people up to the age of 25;
- Gaelic content development in major festivals and events including Celtic Connections, Aye Write, Merchant City Festival, Mela and Glasgow International.

The Strategy will be extended to 2024 to incorporate legacy projects from Mòd Ghlaschu 2019, development across citywide arts initiatives and future cultural events in the city but those general areas of activity will remain.

Tha sgiobaidhean **Taighean-tasgaidh is Leabharlannan Ghlaschu Beò** a' gabhail dreuchd nas gnìomhaiche ann an leasachadh agus adhartachadh na Gàidhlig, a' toirt aigheachd do thachartasan, bùithtean-obrach, taisbeanaidhean agus co-obrachadh leis a' choimhearsnachd fharsaing mu phròiseactan co-cheangailte ri Gàidhlig. Tha iad cuideachd a' stiùireadh raon de chruinneachaidhean de leabhraichean Gàidhlig is goireasan taigh-tasgaidh agus tha iad airson raon is leudachd an cruinneachaidhean Gàidhlig is an taisbeanaidhean a leasachadh. Tha na planaichean teachdail sin an sàs ann am barrachd conaltraidh le agus taic nam pàrantan is clann a tha a' frithealadh sgoiltean Foghlam tro Mheadhan na Gàidhlig.

Tha Gàidhlig tro Spòrs a' brosnachadh cleachdadh agus leasachadh nas àirde air a' chànan agus tha sin na dhòigh fhallain air cothroman sòisealta le caraidean is teaghlach. Tha leasachadh leantainneach air clubaichean iomain do gach aois, bun-sgoil, àrd-sgoil agus oilthigh, air a bhith na choileanadh buannachdail. Tha Glaschu Beò a' tairgsinn cuid de chùrsaichean ann am Beurla do phàrantan le Gàidhlig a bhios a' coidseadh spòrs gu saor-thoileach, ach sa mhòr-chuid is e pàrantan a tha buailteach a bhith a' stiùireadh air iomairtean Gàidhlig. Is e Spòrs Ghlaschu deagh eisimpleir, iomairt air a stiùireadh le pàrantan bho chiad Phlana Gàidhlig 2009-12 na comhairle. Tha iad a' cuideachadh le cleachdadh na Gàidhlig adhartachadh tro sheiseanan coidsidh is spòrs do chlann Bun-sgoile, gu h-àraid aig Fèis Spòrs, latha spòrs bliadhnail air a chumail aig deireadh na bliadhna sgoile. Dh'eagraich Spòrs Ghlaschu cuideachd an Là Mòr Spòrs

Glasgow Life's Museums and Libraries teams are taking a more active role in the development and promotion of Gaelic, hosting events, workshops, exhibitions and collaborating with the wider community on Gaelic related projects. They also manage a range of Gaelic book collections and museum resources and are keen to develop the range and scope of their Gaelic collections and exhibitions. Those future plans involve increased engagement with, and the support of, parents and children who attend Gaelic Medium Education schools.

Gaelic through Sport encourages higher use and development of the language and is also a healthy way of socialising with friends and family. The continued development of shinty clubs for all ages, primary, secondary and university, has been a notable achievement. Glasgow Life offers some courses in English for Gaelic-speaking parents who volunteer as sport coaches but in the main it is parents who tend to lead on Gaelic initiatives. A good example is Spòrs Ghlaschu, a parent-led initiative from the council's first Gaelic Language Plan 2009-12. They help to promote Gaelic use through coaching and sport sessions for Primary school children especially at Fèis Spòrs, an annual sporting day held at the end of the school year. Spòrs Ghlaschu also supported the highly enjoyable and very successful multi-sport Là Mòr Spòrs held at Glasgow Green during Mòd Ghlaschu 2019 attended by about 1000 adults and children.

air Glasach Ghlaschu aig àm Mòd Ghlaschu 2019, latha ioma-spòrs a bha air leth tlachdmhor agus soirbheachail, agus a bha air a fhrithealadh le mu 1000 inbheach is neach-cloinne.

SOLAR GÀIDHLIG BHO SHOLARAICHEAN EILE ANN AN GLASCHU AGUS SA BHAILE-ROINNE

Tha na gnìomhachasan cruthachail nan roinn a tha gu h-àraid beòthail a thaobh Gàidhlig ann an Glaschu. Tha MG ALBA, BBC ALBA agus àireamh de chompanaidhean mheadhanan Gàidhlig neo-eisimeileach stèidhichte ann an Glaschu agus a' cur gu fìor-mhòr ri obraichean agus luach eaconamach don bhaile. Tha am foillseachadh corporra aig MG ALBA “Lèirsinn: mapa slighe do mheadhanan Gàidhlig” a' mìneachadh lèirsinn dhearbhadh agus dreuchd dheatamach do na meadhanan Gàidhlig. Tro BBC ALBA agus Radio nan Gàidheal, tha a' Ghàidhlig air a toirt a-steach do dhachaighean dhaoine air bhunait làitheil. Tha na seinneadairean, luchd-ciùil, sgrìobhadairean, luchd-ealain agus cleasaichean a' cur gu cudromach ri iomadachd an tàlaint agus sgilean san eaconamaidh ionadail.

Is iad Comunn nam Pàrant, Theatre gu Leòr, Comhairle nan Leabhraichean, Comunn na Gàidhlig, An Lòchran agus Ceòl 's Craic dìreach a sia de na buidhnean Gàidhlig a tha a' cur gu cudromach ri cruth-tìre oideachail, dràmach, litreachail, òigridh, cruthachail agus cultarach Ghlaschu. Bidh sinn ag amas air ar ceanglaichean leotha uile a neartachadh tro iomairtean mar Aon Ghlaschu.

GAELIC PROVISION FROM OTHER PROVIDERS IN GLASGOW AND THE CITY REGION

The creative industries is a particularly vibrant sector for Gaelic in Glasgow. MG ALBA, BBC ALBA and a host of independent Gaelic media companies are based in Glasgow and contribute hugely to jobs and economic value for the city. MG ALBA's corporate publication “Lèirsinn: a route map for Gaelic media” sets out a positive vision and pivotal role for Gaelic media. Through BBC ALBA and Radio nan Gàidheal, Gaelic is brought into people's homes on a daily basis. Glasgow based Gaelic singers, musicians, writers, artist and actors contribute significantly to the diversity of talent and skills in the local economy.

Comunn nam Pàrant, Theatre gu Leòr, Comhairle nan Leabhraichean, Comunn na Gàidhlig, An Lòchran and Ceòl 's Craic are just six of the Gaelic organisations who make an important contribution to Glasgow's educational, dramatic, literary, youth, creative and cultural landscape. We will aim to strengthen our connections with them all through initiatives like Aon Ghlaschu.

Ann an roinn Foghlam Adhartach agus Foghlam Àrd-Ìre, tha meas air Gàidhlig mar chuspair ceuma ann an Oilthigh Ghlaschu. Tha e cuideachd a' tabhann sgeama còmhnaidheachd gun choimeas, Taigh na Gàidhlig, gus am bi cothrom aig oileanaich le Gàidhlig a bhith a' fuireach còmhla air a' champas ann an àrainneachd Ghàidhlig airson na bliadhna acadaimigich. Is e Oilthigh Shrath Chluaidh prìomh sholaraiche foghlam Gàidhlig agus foghlam thidsearan tro mheadhan na Gàidhlig agus tha Colaiste Cheilbhinn a' tairgsinn chùrsaichean Gàidhlig cuideachd do dh'inbhich.

Tha Glaschu na dhachaigh do dh'àireamh de bhuidhnean san roinn phoblaich le Plana Gàidhlig, agus nam measg tha Foghlam Alba, Iomairt na h-Alba, Seirbheis Teasairginn is Teine na h-Alba, Ùghdarras Theisteanas na h-Alba (SQA), Leasachadh Sgilean na h-Alba agus Spòrs Alba.

Ann an Roinn Baile Ghlaschu, a thuilleadh air Comhairle Baile Ghlaschu, tha Planaichean Gàidhlig aig seachd ùghdarrasan ionadail eile. Is iadsan: Comhairle Siorrachd Dhùn Breatainn an Ear, Comhairle Siorrachd Rinn Friù an Ear, Comhairle Inbhir Chluaidh, Comhairle Siorrachd Lannraig a Tuath, Comhairle Siorrachd Lannraig a Deas, Comhairle Siorrachd Rinn Friù agus Comhairle Siorrachd Dhùn Breatainn an Iar.

RIAGHLADH POILITIGEACH

Tha Comhairle Baile Ghlaschu mar aon de 32 Comhairle air feadh Alba. Mar na h-ùghdarrasan ionadail uile, tha Glaschu air a riaghladh le buill thaghte ionadail a tha a' riochdachadh nam prìomhachasan do gach sgìre agus cùisean farsaing a' bhaile. Gu làithreach, tha 85 bhuill

In the Further and Higher Education sector, Gaelic is a popular degree subject at the University of Glasgow. It also offers a unique residency scheme, Taigh na Gàidhlig, so that Gaelic-speaking students have the opportunity to live together on campus in a Gaelic environment for the academic year. The University of Strathclyde is the country's leading provider of Gaelic and Gaelic medium teacher education and Glasgow Kelvin College also offers Gaelic courses for adults.

Glasgow is home to a number of public sector agencies with a Gaelic Language Plan, among them Education Scotland, Scottish Enterprise, Scottish Fire and Rescue Service, Scottish Qualifications Authority (SQA), Skills Development Scotland and Sport Scotland.

In the Glasgow City Region, apart from Glasgow City Council, another seven local authorities have Gaelic Language Plans. They are: East Dunbartonshire Council, East Renfrewshire Council, Inverclyde Council, North Lanarkshire Council, South Lanarkshire Council, Renfrewshire Council and West Dunbartonshire Council.

POLITICAL GOVERNANCE

Glasgow City Council is one of 32 Councils across Scotland. Like all local authorities, Glasgow is governed by locally elected members who represent the priorities of each area and the city's wider interests. Currently Glasgow has 85 elected members (councillors) each

thaghte (comhairlichean) ann an Glaschu agus gach aon aca a' riochdachadh uàrd taghaidh den bhaile. Tha 23 uàrdan taghaidh sa bhaile, gach aon le 3 no 4 comhairlichean. Tha an cruth poilitigeach air a thaisbeanadh gu h-ìosal.

representing an electoral ward of the city. There are 23 electoral wards, each one with 3 or 4 councillors. The current political make up is shown below.

Pàrtaidh / Buidheann Party / Group	Àireamh de bhuill thaghte Number of elected members
Pàrtaidh Nàiseanta na h-Alba Scottish National Party	37
Pàrtaidh Làbarach na h-Alba Scottish Labour	36
Pàrtaidh Uaine na h-Alba Scottish Green	10
Pàrtaidh Tòraidheach na h-Alba Scottish Conservative and Unionist	2
IOMLAN TOTAL	85

Tha làn-choinneamhan den chomhairle air an cumail gach mìos leis an Àrd-Phròbhaist sa chathair. Tha buill às gach pàrtaidh poilitigeach an sàs ann an raon de Chomataidhean. Bidh stiùiriche na Comhairle a' gairm Comataidh Rianachd a' Bhaile.

Full council meetings are held every month and are chaired by the Lord Provost. Members from all political groups are involved in a range of Committees. The Council leader convenes the City Administration Committee.

CEANNARDAS CORPORRA

Tha uallach airson ceannardas corporra den chomhairle air ar Sgioba Stiùiridh Corporra (CMT). Air a stiùireadh leis an Àrd-Oi igear, Susanne Millar, tha an CMT air a dhèanamh suas de cheithir deug ball a' gabhail a-steach Stiùirichean Gnìomha, Àrd-Oi igearan Bhuidhnean air Astar (ALEOan) agus Àrd-Luchd-Comhairle Ro-innleachdail bho air feadh làn-teaghlach na comhairle.

A' coinneachadh gach mìos, tha prìomh dhreuchd ceannardais aig an CMT gus a' chomhairle a chumadh agus a

CORPORATE LEADERSHIP

Responsibility for corporate leadership of the council rests with our Corporate Management Team (CMT). Led by the Chief Executive, Susanne Millar, the CMT consists of fourteen members made up of Executive Directors, Chief Executives of Arm's Length External Organisations (ALEOs) and Senior Strategic Advisers from across the full council family.

Meeting monthly, our CMT has a key leadership role to shape and steer the council on key strategic and statutory duties. They also have day to day responsibility for all staff and the

stiùireadh mu phrìomh dhleastanasan ro-innleachdail agus reachdail. Tha dleastanas orra cuideachd bho latha gu latha airson an luchd-obrach uile agus stiùireadh air buidseat na comhairle. Tha mu 33,000 neach-obrach (28,000 FTE) ag obair do Chomhairle Baile Ghlaschu agus buidhnean co-cheangailte leithid Glaschu Beò. Tha a' chomhairle mar aon de na fastaichean as motha ann an Glaschu, le Buidseat Teachd-a-steach Sheirbheisean de £1.665 billean, agus dreuchd chudromach ceannardais ann an adhartachadh agus leasachadh Gàidhlig ann an Glaschu.

management of the council's budget. Around 33,000 staff (28,000 FTE) work for Glasgow City Council and associated organisations like Glasgow Life. The council is one of Glasgow's largest employers, with a Service Revenue Budget of £1.665 billion, and an important leadership role in the promotion and development of Gaelic in Glasgow.

PRIONNSAPALAN, AMASAN, GNÌOMHAN, BUILEAN

5.1 PRÌOMH PHRIONNSAPALAN

Tha trì prìomh phrionnsapalan a' buntainn do na Planaichean Gàidhlig uile. Tha iad cuideachd bunaiteach do na dh'fheumas Comhairle Baile Ghlaschu a dhèanamh a thaobh am Plana seo a chur an gnìomh agus a libhrigeadh.

- **Spèis cho-ionann**

Fo chumhachan Achd 2005, tha Bòrd na Gàidhlig ag obair le amas air inbhe na Gàidhlig a dhèanamh tèarainte mar chànan oifigeil ann an Alba, ag àithneadh spèis co-ionann ri Beurla, agus tha am Bòrd an uair sin a' sùileachadh gun taisbean ùghdarrasan ionadail sna planaichean aca mar a thèid am prionnsapal a choileanadh agus a chumail suas ann an da-rìribh.

Bidh Comhairle Baile Ghlaschu a' dèanamh cinnteach, far a bheil Gàidhlig air a gabhail a-steach mar phàirt de ar n-obrachaidhean agus seirbheisean, bidh sinn a' dèanamh cinnteach gu bheil iad de dh'ìre agus càileachd a tha co-ionann riuthasan air an solarachadh ann am Beurla.

- **Tairgse ghnìomhach**

Bheir Comhairle Baile Ghlaschu tairgse ghnìomhach de ar seirbheisean Gàidhlig do ar cosnaichean agus am poball. Bidh seo a' dèanamh cinnteach, far a bheil seirbheisean Gàidhlig rim faotainn, gu bheil luchd-cleachdaidh Gàidhlig gan dèanamh mothachail dhiubh gu bheil iad ann, agus gam brosnachadh gu an cleachdadh.

PRINCIPLES, AIMS, ACTIONS, OUTCOMES

5.1 KEY PRINCIPLES

Three key principles apply to all Gaelic Language Plans. They are also fundamental to how Glasgow City Council must act in relation to the application and delivery of this Plan.

- **Equal respect**

Under the terms of the 2005 Act, Bòrd na Gàidhlig works with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language and the Bòrd in turn expects that public authorities will demonstrate in their plans how the principle will be achieved and maintained in practice.

Glasgow City Council will ensure that where Gaelic is included as part of our operations and services, we will ensure they are of an equal standard and quality as those that we provide in English.

- **Active offer**

Glasgow City Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence, and are actively encouraged to use them.

This will take the responsibility away from



Bheir seo an t-uallach air falbh bho gach neach fa leth air an t-seirbheis iarraidh agus bheir e misneachd do luchd-cleachdaidh Gàidhlig fios a bhith aca gum bi am feumalachdan air an coileanadh, mas e sin am miann.

Bidh Comhairle Baile Ghlaschu a' dèanamh cinnteach gu bheil ar seirbheisean cànanain cho ruigsinneach ri ar seirbheisean Beurla.

• Prìomh-shruthadh

Nì Comhairle Baile Ghlaschu cinnteach gu bheil cothroman don phoball agus don luchd-obrach againn air Gàidhlig a chleachdadh air an àbhaisteachadh, mar thaic do Phlana Nàiseanta na Gàidhlig 2018-23 leis an amas gu bheil Gàidhlig air a cleachdadh nas trice, le barrachd dhaoine agus ann an raon nas fharsainghe de shuidheachaidhean.

5.2 AMASAN IS GNÌOMHAN IOMA-CHUAIRTEACH

Tha Bòrd na Gàidhlig agus Comhairle Baile Ghlaschu air dà Amas Ioma-chuairteach aontachadh airson seirbheisean Gàidhlig na comhairle.

1. Taisbeanadh gu bheilear air beachdachadh air agus air solarachadh do luchd-dèiligidh le Gàidhlig ann am planadh agus libhrigeadh gnìomhachd làitheil, pròiseactan, bathar agus seirbheisean.
2. Meudachadh cleachdadh, ionnsachadh, adhartachadh agus mothachadh don Ghàidhlig taobh a-staigh gach sgioba Seirbheis agus roinn de Chomhairle Baile Ghlaschu, Glaschu Beò agus companaidhean Teaghlach Ghlaschu.

Bidh na gnìomhan, cinn-latha targaid is libhrigeadh do gach amas, mar a leanas:

the individual to ask for the service and will give Gaelic users the confidence to know that their needs will be met if that is their choice.

Glasgow City Council will ensure that our Gaelic language services are as accessible as our English language services.

• Mainstreaming

Glasgow City Council will ensure that opportunities for the public and our staff to use Gaelic are normalised, in support of the National Gaelic Language Plan 2018-23 aim that Gaelic is used more often, by more people and in a wider range of situations.

5.2 OVER-ARCHING AIMS AND ACTIONS

Bòrd na Gàidhlig and Glasgow City Council have agreed two Over-arching Aims for the council's Gaelic services.

1. Demonstrate that Gaelic speaking customers have been considered and provided for in the planning and delivery of everyday activity, projects, products and services
2. Increase the use, learning, promotion and awareness of Gaelic within each Service team and department of Glasgow City Council, Glasgow Life and other Glasgow Family companies

The actions, target dates and delivery responsibilities for each aim will be as

AMASAN IOMA-CHUAIRTEACH (OAA) OVER-ARCHING AIMS (OAA)

OAA1 Taisbeanadh gu bheilear air beachdachadh air agus air solarachadh do luchd-dèiligidh le Gàidhlig ann am planadh agus libhrigeadh air gnìomhachd làitheil, pròiseactan, bathar agus seirbheisean.

OAA1 Demonstrate that Gaelic speaking customers have been considered and provided for in the planning and delivery of everyday activity, projects, products and services

Gnìomhan a Dhìth Actions Required	Ceann-latha Targaid Target date	Uallach Responsibility
<p>OAA1.1 Suirbhìdh bhliadhnail agus aithisg ullachadh air riarachas luchd-dèiligidh le Gàidhlig le gnìomhachd, pròiseactan, bathar agus seirbheisean Gàidhlig na comhairle agus companaidhean Teaghlach Ghlaschu.</p> <p>OAA1.1 Prepare an annual survey and report of Gaelic-speaking customers' satisfaction with the council's and Glasgow Family companies' Gaelic activity, projects, products and services</p>	2024-28	Roinn an Àrd-Oifigeir còmhla ris na Seirbheisean uile agus companaidhean Teaghlach Ghlaschu. Chief Executive's Department with all Services and Glasgow Family companies
<p>OAA1.2 Fianais bhliadhnail a riochdachadh bho gach Seirbheis air an deach beachdachadh is solarachadh do luchd-dèiligidh le Gàidhlig ann am planadh agus libhrigeadh air gnìomhachd làitheil, pròiseactan, bathar is seirbheisean.</p> <p>OAA1.2 Present annual evidence from each Service that Gaelic-speaking customers were considered and provided for in the planning and delivery of everyday activity, projects, products and services</p>	2024-28	Roinn an Àrd-Oifigeir còmhla ris na Seirbheisean uile agus companaidhean Teaghlach Ghlaschu. Chief Executive's Department with all Services and Glasgow Family companies

Gnìomhan a Dhìth Actions Required	Ceann-latha Targaid Target date	Uallach Responsibility
<p>OAA2 Meudachadh cleachdadh, ionnsachadh, adhartachadh agus mothachadh do Ghàidhlig taobh a-staigh gach sgioba/roinn Seirbheis de Chomhairle Baile Ghlaschu, Glaschu Beò agus companaidhean Teaghlach Ghlaschu eile</p> <p>OAA2 Increase the use, learning, promotion and awareness of Gaelic within each Service team/department of Glasgow City Council, Glasgow Life and other Glasgow Family companies</p>		
<p>OAA2.1 Leudachadh air Buidheann nan Oifigearan Gàidhlig le bhith a' trusadh barrachd ghaisgich Ghàidhlig bho Sheirbheisean fo-riochdaichte.</p> <p>OAA2.1 Expand the Gaelic Officers' Group with the recruitment of more Gaelic champions from under-represented Services.</p>	2024-28	Roinn an Àrd-Oifigeir còmhla ris na Seirbheisean uile agus companaidhean Teaghlach Ghlaschu. Chief Executive's Department with all Services and Glasgow Family companies
<p>OAA2.2 Iùl luchd-obrach ullachadh do gach gaisgeach Seirbheis, a' mìneachadh na dreuchd agus an uallaich aca ann an cuideachadh le cleachdadh, ionnsachadh, agus mothachadh don Ghàidhlig a mheudachadh tarsainn na roinne Seirbheis.</p> <p>OAA2.2 Prepare a staff guide for each Service champion outlining their role and responsibility to help increase the use, learning, and awareness of Gaelic across their Service area,</p>	2024-25	Roinn an Àrd-Oifigeir Chief Executive's Department
<p>OAA2.3 Cunntas coileanaidh bhliadhnail dà-chànanach fhoillseachadh ann an Aithisg Coileanaidh Bhliadhnail na Comhairle, agus aithisg coileanaidh bhliadhnail a chur gu Bòrd na Gàidhlig.</p> <p>OAA2.3 Publish a bilingual annual performance update in the Council's Annual Performance Report and provide an annual performance report to Bòrd na Gàidhlig,</p>	2023-28	Roinn an Àrd-Oifigeir Chief Executive's Department

5.3 AMASAN IS GNÌOMHAN ÀRD-ÌREIL

Sa Ghiblean 2021, bhuilich Bòrd na Gàidhlig sreath de dh'Amasan Àrd-Ìreil air Comhairle Baile Ghlaschu a bha a' co-thaobhadh ri co-dhiù aon de na h-amasan bho Phlana Nàiseanta na Gàidhlig 2018-23 (NGLP) – 1. Meudachadh cleachdadh na Gàidhlig 2. Meudachadh ionnsachadh

follows.

5.3 HIGH LEVEL AIMS AND ACTIONS

In April 2021, Bòrd na Gàidhlig presented Glasgow City Council with a series of High Level Aims that aligned with at least one of the aims of the 2018-23 National Gaelic Language Plan (NGLP) – 1.

na Gàidhlig 3. Adhartachadh ìomhaigh dheimhinneach den Ghàidhlig.

Chaidh na h-Amasan Àrd-Ìreil (HLA) aontachadh gu foirmeil san Dùbhlachd 2021, mar a leanas.

- Cleachdadh air Cleachdi a bhrosnachadh, iomairt Bhòrd na Gàidhlig a thaobh Gàidhlig a chleachdadh nas trice sa bheatha làitheil le luchd-obrach anns gach roinn Seirbheis de Chomhairle Baile Ghlaschu agus Glaschu Beò.
- Cothroman a mheudachadh air Gàidhlig a chleachdadh nas trice sa bheatha làitheil anns a' choimhearsnachd fharsaing.
- Leantainn air adhart a' gabhail an dleistanais os làimh fo Achd na Gàidhlig (Alba) 2016 a thaobh adhartachadh agus taic, mar as iomchaidh, a thoirt don chomas airson foghlam tro mheadhan na Gàidhlig is foghlam luchd-ionnsachaidh do luchd-còmhnaidh Comhairle Baile Ghlaschu.
- Leantainn air adhart a' leudachadh ar solair de Fhoghlam Tràth-bhliadhnach tro mheadhan na Gàidhlig, gus eòlas ionnsachaidh adhartach Foghlam tro Mheadhan na Gàidhlig 3-18 a libhrigeadh, le seirbheisean co-cheangailte aig gach ìre.
- An ceathramh bun-sgoil Ghàidhlig fhosgladh ann an Glaschu.
- Leantainn a' leasachadh phlanaichean airson leudachadh air solar foghlam bun-sgoile is àrd-sgoile tro mheadhan na Gàidhlig ann an Glaschu.

increasing the use of Gaelic 2. increasing the learning of Gaelic 3. promoting a positive image of Gaelic.

The High Level Aims (HLA) were formally agreed in December 2021, as follows.

- Encourage the use of Cleachdi, Bòrd na Gàidhlig's initiative to use Gaelic more often in daily life, by staff in each Service area of Glasgow City Council and Glasgow Life
- Increase opportunities to use Gaelic more often in daily life in the wider community
- Continue to undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to Glasgow City Council residents
- Continue to expand our provision of Gaelic Medium Early Years to deliver a progressive 3-18 Gaelic Medium Education learning experience, with associated services at each educational stage
- Open the 4th Gaelic primary school in Glasgow
- Continue to develop plans for the expansion of Gaelic medium primary and secondary education provision in Glasgow

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| <p>7. Slighean agus com-pàirteachasan ionnsachaidh coimhearsnachd Ghàidhlig a neartachadh.</p> <p>8. Buidheann buileachaidh plana Gàidhlig a stèidheachadh agus a chumail suas le riochdachadh bho gach roinn den Chomhairle.</p> <p>9. Obrachadh le com-pàirtichean Aon Ghlaschu gus cànan agus cultar Gàidhlig adhartachadh do luchd-còmhnaidh agus luchd-tadhail.</p> <p>10. Obrachadh le Glaschu Beò agus buidhnean com-pàirteachais gus ro-innleachd ealain in-ghabhalach a libhrigeadh, ag adhartachadh ùr-ghnàthachas ann an ealain Ghàidhlig taobh a-staigh àrainneachd bhailteil, com-pàirt coimhearsnachd, ionnsachadh cruthachail agus cànan gnìomhach.</p> <p>11. Faicsinneachd na Gàidhlig a mheudachadh taobh a-staigh Comhairle Baile Ghlaschu agus Glaschu Beò.</p> | <p>7. Strengthen Gaelic community learning pathways and partnerships</p> <p>8. Establish and maintain a Gaelic language plan implementation group with representation from all Council departments</p> <p>9. Work with Aon Ghlaschu partners to promote Gaelic language and culture to residents and visitors</p> <p>10. Work with Glasgow Life and partner organisations to deliver an inclusive arts strategy, promoting innovation in Gaelic arts within an urban, community participation, creative learning and active language environment</p> <p>11. Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life</p> |
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Tha na h-Amasan Àrd-Ìreil a' faotainn taic le sreath de bhuilean, gnìomhan, cinn-latha targaid agus uallach libhrigidh, mar a tha mìnichte gu h-ìosal.

The High Level Aims are also underpinned by a series of outcomes, actions, target dates and delivery responsibility as detailed in each of the tables below.



NGLP AMAS 1 – MEUDACHADH ANN AN CLEACHDADH NA GÀIDHLIG				
Amas Àrd-Ìreil (HLA) 1:				
Cleachdadh air Cleachdi a bhrosnachadh, iomairt Bhòrd na Gàidhlig a thaobh Gàidhlig a chleachdadh nas trice sa bheatha làitheil, le luchd-obrach anns gach roinn Seirbheis de Chomhairle Baile Ghlaschu agus Glaschu Beò.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA1.1 Cleachdadh nas fharsainge air Gàidhlig ann am beatha làitheil luchd-obrach ann an Seirbheisean comhairle uile agus tarsainn Glaschu Beò. Life.	Cleachdadh saor-thoileach air Gàidhlig ann an litrichean agus coinneamhan sa bheil luchd-obrach le Gàidhlig. Tha cothroman bliadhnail air Gàidhlig ionnsachadh gan solarachadh, ach chan eil cùrsa trèanaidh eagraichte no iomairt mar Cleachdi ann gus cleachdadh na Gàidhlig a mhisneachadh ann am beatha àbhaisteach nan oifigearan no nam ball taghte.	Mothachadh don Ghàidhlig agus iomairt Cleachdi adhartachadh tarsainn Seirbheisean GCC agus Glaschu Beò uile.	2024-28	Roinn an Àrd-Oifigeir, na Seirbheisean uile agus Glaschu Beò
		Faicsinneachd agus cleachdadh na Gàidhlig a mheudachadh tarsainn Seirbheisean GCC agus Glaschu Beò uile.	2024-28	

NGLP AMAS 1 – MEUDACHADH ANN AN CLEACHDADH NA GÀIDHLIG				
Amas Àrd-Ìreil (HLA) 2:				
Meudachadh chothroman air Gàidhlig a chleachdadh nas trice sa choimhearsnachd fharsaing				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA2.1 Fianais rannsachaidh air luach agus iarrtas airson cleachdadh Gàidhlig sa choimhearsnachd agus san eaconamaidh.	Rannsachadh Gàidhlig sa Choimhearsnachd agus rannsachadh Eaconamaidh Gàidhlig ann an Glaschu crìochnaichte.	Plana gnìomha ullachadh gus na prìomhachasan is molaidhean sòisealta agus eaconamach anns an dà aithisg rannsachaidh, a libhrigeadh.	2024-28	Roinn an Àrd-Oifigeir agus Oilthigh Ghlaschu, Aon Ghlaschu, an roinn phrìobhaideach agus riochdairean coimhearsnachd
		Aithisg eile a thoirt gu buil mun dàimh eadar Gàidhlig agus sunnd.	2025-27	

NGLP AIM 1 - INCREASING THE USE OF GAELIC				
High Level Aim (HLA) 1:				
Encourage the use of Cleachdi, Bòrd na Gàidhlig's initiative to use Gaelic more often in daily life, by staff in each Service area of Glasgow City Council and Glasgow Life				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA1.1 Wider use of Gaelic in the daily life of staff in all council Services and across Glasgow Life.	Voluntary use of Gaelic in correspondence and meetings involving Gaelic staff. Annual opportunities to learn Gaelic are provided but there is no organised training course or initiative like Cleachdi to encourage use of Gaelic in normal daily life of officers or elected members.	Promote Gaelic awareness and the Cleachdi initiative across all GCC Services and Glasgow Life.	2024-28	Chief Executive's Department, All Services and Glasgow Life.
		Increase the visibility and use of Gaelic across all GCC Services and Glasgow Life.	2024-28	

NGLP AIM 1 - INCREASING THE USE OF GAELIC				
High Level Aim (HLA) 2:				
Increase opportunities to use Gaelic more often in daily life in the wider community				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA2.1 Researched evidence of the value and demand for Gaelic use in the community and the economy.	Gaelic in the Community research and the Gaelic Economy in Glasgow research completed.	Prepare an action plan to deliver the social and economic priorities and recommendations of the two research reports.	2024-28	Chief Executive's Department with University of Glasgow, Aon Ghlaschu, private sector and community representatives.
		Produce a further report on the relationship between Gaelic and wellbeing.	2025-27	

NGLP AMAS 1 – MEUDACHADH ANN AN CLEACHDADH NA GÀIDHLIG				
Amas Àrd-ìreil (HLA) 2:				
Meudachadh chothroman air Gàidhlig a chleachdadh nas trice sa choimhearsnachd fharsaing				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA2.2 Coimhearsnachd nas gnìomhaiche, in-ghabhalaiche agus eadar-cheangailte.	Tachartasan Spòrs Ghlaschu agus Fèis Ghlaschu libhrigte ro COVID.	Buidheann a chruthachadh gus Cruinneachadh Gàidhlig bliadhnail a leasachadh agus a chumail suas (fèis de cheòl, cultar, ealain, spòrs, foghlam agus ionnsachadh).	2024-28	Roinn an Àrd-Oifigeir agus Glaschu Beò le Aon Ghlaschu, buidhnean phàrantan GME, buidhnean coimhearsnachd, An Lòchran agus an roinn phrìobhaideach/coimhearsnachd gnothachais
HLA2.3 Ceanglaichean eadar-ghinealach air an leasachadh, a thaobh tuigse agus cleachdadh na Gàidhlig eadar luach-labhairt nas òige agus nas sine.	Dìth air ceangal structaraichte eadar daoine òga ann an sgoiltean GME, luchd-ionnsachaidh inbheach agus daoine nas sine bho dhualchas Gàidhlig traidiseanta.	Buidheann a chruthachadh gus iomairtean eadar-ghinealach a leasachadh agus/no iomlaidean coimhearsnachd eadar daoine òga ann an GME, luchd-ionnsachaidh inbheach is fileantaich ann an Glaschu agus coimhearsnachdan Gàidhlig thraidiseanta.	2026-28	Roinn an Àrd-Oifigeir agus Seirbheisean Foghlaim le Glaschu Beò, Comunn nam Pàrant, Aon Ghlaschu, Ceòlas, Comhairle nan Leabhraichean, An Comunn Gàidhealach, ùghdarrasan ionadail eile
HLA2.4 Meudachadh ann am mothachadh agus cleachdadh na Gàidhlig ann an spòrs agus saor-ùine.	Cleachdadh agus mothachadh don Ghàidhlig cuibhrichte ann an spòrs agus saor-ùine.	Plana Gàidhlig ann an Spòrs agus Saor-ùine a thoirt gu buil gus ionnsachadh, cleachdadh agus adhartachadh na Gàidhlig a bhrosnachadh ann an spòrs agus saor-ùine.	2024-26	Roinn an Àrd-Oifigeir còmhla ri Glaschu Beò, FC Sonas, Gàidheil Ghlaschu, Glasgow Gaels, buidhnean coimhearsnachd eile.

NGLP AIM 1 - INCREASING THE USE OF GAELIC				
High Level Aim (HLA) 2:				
Increase opportunities to use Gaelic more often in daily life in the wider community				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA2.2 A more engaged, inclusive and connected community.	Spòrs Ghlaschu and Fèis Ghlaschu events delivered pre-COVID.	Form a group to develop and support an annual Gaelic Gathering (a festival of music, culture, arts, sport, education and learning).	2024-28	Chief Executive's Department and Glasgow Life with Aon Ghlaschu, GME parent groups, community organisations, An Lòchran and private sector/business community.
HLA2.3 Improved intergenerational connections, understanding and use of Gaelic between younger and older speakers.	Lack of structured connection between young people in GME schools, adult learners and older, more fluent speakers from traditional Gaelic backgrounds.	Form a group to develop intergenerational initiatives and/or community exchanges between young people in GME, adult learners and fluent speakers in Glasgow and traditional Gaelic-speaking communities.	2026-28	Chief Executive's Department and Education Services with Glasgow Life, Comunn nam Pàrant, Aon Ghlaschu, Ceòlas, Comhairle nan Leabhraichean, An Comunn Gàidhealach, other local authorities.
HLA2.4 Increased awareness and use of Gaelic in sport and leisure.	Limited use and awareness of Gaelic in sport and leisure.	Produce a Gaelic in Sport and Leisure plan to encourage the learning, use and promotion of Gaelic in sport and leisure activities.	2024-26	Chief Executive's Department with Glasgow Life, FC Sonas, Gàidheil Ghlaschu, Glasgow Gaels, other community groups.

NGLP AMAS 1 – MEUDACHADH ANN AN CLEACHDADH NA GÀIDHLIG				
Amas Àrd-ìreil (HLA) 2:				
Meudachadh chothroman air Gàidhlig a chleachdadh nas trice sa choimhearsnachd fharsaing				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA2.5 Meudachadh air mothachadh agus cleachdadh na Gàidhlig ann an gnothachas.	Cleachdadh is mothachadh cuibhrichte don Ghàidhlig ann an gnothachas.	Plana Gàidhlig ann an Gnothachas a thoirt gu buil gus ionnsachadh, cleachdadh agus adhartachadh na Gàidhlig ann an gnothachas / roinn phrìobhaideach a bhrosnachadh, leithid gnìomhachasan cruthachail, turasachd, cultar, tachartasan, aoigheachd.	2024-26	Roinn an Àrd-Oifigeir còmhla ri Club Gnothachais Ghlaschu, Seòmraichean Malairt Ghlaschu, Glaschu Beò, Fòram Eaconamach Ghlaschu, MG ALBA, VisitScotland, EventScotland

NGLP AIM 1 - INCREASING THE USE OF GAELIC				
High Level Aim (HLA) 2:				
Increase opportunities to use Gaelic more often in daily life in the wider community				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA2.5 Increased awareness and use of Gaelic in business.	Limited use and awareness of Gaelic in business.	Produce a Gaelic in Business plan to encourage the learning, use and promotion of Gaelic in business / private sector such as creative industries, tourism, culture, events, hospitality.	2024-26	Chief Executive's Department with Glasgow Business Club, Glasgow Chambers of Commerce, Glasgow Life, Glasgow Economic Forum, MG ALBA, VisitScotland, EventScotland.

NGLP AMAS 2 – MEUDACHADH ANN AN IONNSACHADH NA GÀIDHLIG				
Amas Àrd-ìreil (HLA) 3:				
Leantainn air adhart a' gabhail an dleastanais os làimh fo Achd an Fhoghlaim (Alba) 2016 a thaobh adhartachadh is taic, mar as iomchaidh, a thoirt don chomas airson foghlam tro mheadhan na Gàidhlig agus foghlam luchd-ionnsachaidh do luchd-còmhnaidh Comhairle Baile Ghlaschu.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA3.1 Leantainn a' solarachadh Foghlam tro Mheadhan na Gàidhlig (GME) àrd-chàileachdail agus Foghlam Luchd-ionnsachaidh (GLE) a leudachadh.	GME air a stèidheachadh còmhla ri Ionnsachadh Gàidhlig sa Bhun-sgoil (GLPS) ann an àireamh de sgoiltean.	Ath-sgrùdadh leantainneach air GME.	2023-28	Seirbheisean Foghlaim
		Leudachadh air GLE le àireamh mheudaichte de thidsearan air an trèanadh ann an GLPS, agus Ionnsachadh Gàidhlig ga thabhann mar chuspair ann am Foghlam Coitcheann Farsaing (BGE/ Ìre as Àirde) ann an seisean 23/24 (tidsearan gu làithreach a' gabhail ATQ os làimh – 22-24).	2024	
		30 bun-sgoil airson GLPS mar L3 le meudachadh gu 40 ro 2028 (mu 25% de bhun-sgoiltean uile).	2023-28	
		3 Àrd-Sgoiltean a' tairgsinn Gàidhlig mar L3 ann am BGE agus an ìre as àirde.	2023-28	
		Rèiteachaidhean mòr-ionaid bho Àrd-sgoil Ghàidhlig Ghlaschu ASGG a chur air dòigh do dhaoine òga airson cothrom air Gàidhlig san ìre as àirde.	2023-28	

NGLP AIM 2 - INCREASING THE LEARNING OF GAELIC				
High Level Aim (HLA) 3:				
Continue to undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to Glasgow City Council residents				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA3.1 Continue to provide high quality Gaelic Medium Education (GME) and expand Gaelic Learner Education (GLE).	GME established with Gaelic Learning in the Primary School (GLPS) in a number of schools.	Ongoing review of GME.	2023-28	Education Services
		Expansion of GLE with increased numbers of teachers trained in GLPS and Gaelic Learners offered as a subject in Broad General Education (BGE/ Senior Phase) in session 23/24 (teachers currently undertaking ATQ – 22-24).	2024	
		30 primary schools for GLPS as L3 with an increase to 40 by 2028 (approx. 25% of all primary schools).	2023-28	
		3 Secondary Schools offering Gaelic as an L3 in BGE and senior phase.	2023-28	
		Provide hub arrangements from Àrd-sgoil Ghàidhlig Ghlaschu (ASGG) for young people to access Gaelic in senior phase.	2023-28	

NGLP AMAS 2 – MEUDACHADH ANN AN IONNSACHADH NA GÀIDHLIG				
Amas Àrd-ìreil (HLA) 4:				
Leantainn a' leudachadh ar solair Tràth-Bhliadhnaichean tro Mheadhan na Gàidhlig gus eòlas ionnsachaidh adhartach tro Mheadhan na Gàidhlig 3-18 a libhrigeadh, le seirbheisean co-cheangailte aig gach ìre foghlaim.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhith	Ceann-là Targaid	Uallach
HLA4.1 Na h-ìrean seirbheis làithreach a leudachadh gus 1140 uair a thìde ann an Gàidhlig a libhrigeadh sna tràth-bhliadhnaichean.	1 x Clas sgoil-àraich GME 2 x solaran GME ann an sgoil-àraich Foghlaim tro Mheadhan na Beurla (EME).	Àireamh luchd-obrach a mheudachadh gus solair àrd-chàileachdail GME a chumail suas còmhla ri solair meudaichte anns na tràth-bhliadhnaichean gus an gealltanais de 1140 uair a choileanadh, a thuilleadh air tairgse curraicealaim san àrd-sgoil a mheudachadh.	2023-28	Seirbheisean Foghlaim

NGLP AMAS 2 – MEUDACHADH ANN AN IONNSACHADH NA GÀIDHLIG				
Amas Àrd-ìreil (HLA) 5:				
Fosgladh na 4mh bun-sgoil Ghàidhlig ann an Glaschu				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhith	Ceann-là Targaid	Uallach
HLA5.1 Bun-sgoil ùr GME aig làrach Naoimh Sheumais (A' Challtainn) ann an 2025.	Leas-sgoil ann an Taobh Cheilbhinn a Tuath do chlann taobh a-staigh na sgìre-sgoile ùir san Lùnastal 2022.	OCom-pàirt leantainneach le luchd-obrach, pàrantan, luchd-cùraim agus a' choimhearsnachd. An sgoil fosgailte gu h-oifigeil "dheth làrach" ann an leas-sgoil, le sùil air an togalach a bhith crìochnaichte ann an 2025.	2025	Seirbheisean Foghlaim

NGLP AIM 2 - INCREASING THE LEARNING OF GAELIC				
High Level Aim (HLA) 4:				
Continue to expand our provision of Gaelic Medium Early Years to deliver a progressive 3-18 Gaelic Medium Education learning experience, with associated services at each educational stage				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA4.1 Expand current service levels to deliver 1140 hours in Gaelic at early years.	1 x GME Nursery class. 2 x GME provisions within English Medium Education (EME) nursery.	Increase staffing to maintain high quality GME provision and increased provision both in early years to meet the 1140 hours commitment as well as increasing curriculum offer in secondary.	2023-28	Education Services

NGLP AIM 2 - INCREASING THE LEARNING OF GAELIC				
High Level Aim (HLA) 5:				
Open the 4th Gaelic primary school in Glasgow				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA5.1 New GME Primary at St. James Site (Calton) in 2025.	Annex at North Kelvinside for children within new catchment area in August 2022.	Ongoing engagement with staff, parents, carers and the community. School officially open "off site" in an annexe with building completion expected in 2025.	2025	Education Services

NGLP AMAS 2 – MEUDACHADH ANN AN IONNSACHADH NA GÀIDHLIG				
Amas Àrd-ìreil (HLA) 6:				
Leantainn a' leasachadh phlanaichean a thaobh leudachadh air solar foghlam bun-sgoile is àrd-sgoile tro mheadhan na Gàidhlig.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhith	Ceann-là Targaid	Uallach
HLA6.1 Planaichean ro-innleachdail air an cur ri chèile gus cunntas a ghabhail air leudachadh anns gach roinn.	Chan eil comas air leudachadh mar thoradh air dìth farsaingeachd agus riatanasan a thaobh luchd-obrach.	Feum air làrach ùr don Bhun-sgoil a tha gu làithreach air Sràid Berkeley.	2023-28	Seirbheisean Foghlaim
		Buidheann obrach a stèidheachadh sa bheil pàrantan, luchd-obrach agus buill thaghte, gus leudachadh a bharrachd a rannsachadh mu thogalach agus riatanasan a thaobh luchd-obrach.		
		Buidheann obrach a stèidheachadh sa bheil pàrantan, luchd-obrach agus buill thaghte, gus leudachadh a bharrachd a rannsachadh mu thogalach agus riatanasan a thaobh luchd-obrach.		
		Bhiodh seo a' gabhail a-steach bheachdachaidhean buidseatach uile a thuilleadh air planadh sgioba-obrach. Bhiodh cuimse shònraichte air trusadh, gleidheadh agus àireamhan chloinne is dhaoine òga san sgoil.		

NGLP AIM 2 - INCREASING THE LEARNING OF GAELIC				
High Level Aim (HLA) 6:				
Continue to develop plans for the expansion of Gaelic medium primary and secondary education provision in Glasgow				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA6.1 Strategic plans formulated to take into account an expansion at all sectors.	No expansion possible due to physical spacing and staffing requirements.	New site required for Primary School currently at Berkeley Street.	2023-28	Education Services
		Establish a working group comprising of parents, staff and elected members to further explore.		
		expansion both in terms of physical premises and staffing requirements.		
		This would include all budgetary considerations as well as work force planning. Particular focus would be on recruitment, retention and numbers of children and young people in school.		

NGLP AMAS 2 – MEUDACHADH ANN AN IONNSACHADH NA GÀIDHLIG				
Amas Àrd-Ìreil (HLA) 7: Nearthachadh shlighean agus chom-pàirteachasan ionnsachaidh coimhearsnachd Ghàidhlig.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA7.1 Slighean do luchd-ionnsachaidh inbheach air an stèidheachadh, agus co-leasaichte le buill Aon Ghlaschu.	Libhrigeadh tron Fhòram Ionnsachaidh Inbheach Gàidhlig.	Coinneamhan Aon Ghlaschu a fhriththeadh.	2024-28	Glaschu Beò (Ionnsachadh)
		Ionnsachadh coimhearsnachd Ghàidhlig taobh a-staigh sgìre Ghlaschu, a sgrùdadh.	2024	
		Slighean ionnsachaidh a stèidheachadh.	2025-28	
		Speak Gaelic adhartachadh.	2023-28	

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-Ìreil (HLA) 8: Buidheann buileachaidh plana Gàidhlig a stèidheachadh 's a chumail suas le riochdachadh bho gach roinn den Chomhairle.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA8.1 Riochdachadh meudaichte tarsainn nan Seirbheisean agus ALEOan uile.	Chaidh Buidheann nan Oifigearan Gàidhlig a stèidheachadh ann an 2010, agus a' leantainn le sgrùdadh air libhrigeadh a' Phlana Gàidhlig.	Raon-dleistanais agus àrd-amas Buidheann nan Oifigearan Gàidhlig a leudachadh (Buidheann Buileachaidh Plana Gàidhlig).	2023-24	Roinn an Àrd-Oifigeir le Seirbheisean uile agus Glaschu Beò
		Na seirbheisean uile ri gaisgeach Gàidhlig ainmeachadh gus a bhith na b(h)all de Bhuidheann nan Oifigearan Gàidhlig.	2023-26	Seirbheisean uile.

NGLP AIM 2 - INCREASING THE LEARNING OF GAELIC				
High Level Aim (HLA) 7: Strengthen Gaelic community learning pathways and partnerships				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA7.1 Established pathways for adult learners, developed jointly with Aon Ghlaschu members.	Delivery through the Gaelic Adult Learning Forum.	Attend Aon Ghlaschu meetings.	2024-28	Glasgow Life (Learning)
		Audit current Gaelic community learning within the Glasgow area.	2024	
		Establish learning pathways.	2025-28	
		Promote Speak Gaelic.	2023-28	

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 8: Establish and maintain a Gaelic language plan implementation group with representation from all Council departments				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA8.1 Increased representation across all Services and ALEOs.	The Council's Gaelic Officers Group was established in 2010 and continues to oversee the delivery of the Gaelic Plan.	Expand the remit and ambition of the Gaelic Officers Group (Gaelic Plan Implementation Group).	2023-24	Chief Executive's Department with all Services and Glasgow Life.
		All Services to nominate a Gaelic champion to become a member of the Gaelic Officers Group.	2023-26	All Services.

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-ìreil (HLA) 9:				
Obrachadh le com-pàirtichean Aon Ghlaschu gus cànan is cultar na Gàidhlig adhartachadh gu luchd-còmhnaidh agus luchd-tadhail				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhith	Ceann-là Targaid	Uallach
HLA9.1 Co-obrachadh ro-innleachdail leasaichte agus libhrigeadh co-roinnte air gnìomhan prìomhachais le buidhnean com-pàirteachais uile sa bhaile an sàs ann.	Buidheann Aon Ghlaschu air a stèidheachadh. Aig Oifigeir ris a' bhuidheann com-pàirteachas a leasachadh nas motha. Rannsachadh Gàidhlig sa Choimhearsnachd crìochnaichte.	Aon Ghlaschu ath-fhoillseachadh gus com-pàirt nas fharsainge le daoine fa leth agus buidhnean sa choimhearsnachd, a bhrosnachadh.	2024	Roinn an Àrd-Oifigeir còmhla ri Aon Ghlaschu
		Toraidhean rannsachaidh na coimhearsnachd ath-sgrùdadh, gnìomhan prìomhachais a chomharrachadh, buidhnean libhrigidh pròiseict/cuspaireach a stèidheachadh gus prìomhachasan coimhearsnachd a phlanadh agus a libhrigeadh.	2024-26	Roinn an Àrd-Oifigeir còmhla ri Aon Ghlaschu
HLA9.2 Ceanglaichean air an neartachadh le Oilthighean agus Colaistean.	Ceanglaichean obrach fìor mhath le Oilthighean Ghlaschu (rannsachadh coimhearsnachd) agus le Oilthighean Shrath Chluaidh (foghlam thidsearan).	Fòram Gàidhlig a stèidheachadh le oilthighean agus colaistean a' bhaile airson taic, rannsachadh agus prìomh ghealltanasan sa Phlana a leasachadh.	2023-28	Roinn an Àrd-Oifigeir agus Seirbheisean Foghlaim còmhla ri Oilthighean is Colaistean
HLA9.3 Obair leasaichte eadar ùghdarrasan ionadail le Plana Gàidhlig.	Beagan co-obrachaidh ann am foghlam agus leasachaidhean ionnsachaidh.	Buidheann Plana Gàidhlig Baile-Roinne a stèidheachadh le riochdachadh bho ùghdarrasan ionadail a' bhaile-roinne agus buidhnean poblach eile le Plana Gàidhlig.	2025-26	Roinn an Àrd-Oifigeir

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 9:				
Work with Aon Ghlaschu partners to promote Gaelic language and culture to residents and visitors				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA9.1 Improved strategic collaboration and shared delivery of priority actions involving all Gaelic partner organisations in the city	Aon Ghlaschu group established. Officer tasked to develop the partnership group further. Gaelic in the Community research completed.	Relaunch Aon Ghlaschu to encourage wider engagement with individuals and organisations in the community	2024	Chief Executive's Department with Aon Ghlaschu
		Review the community research findings, identify priority actions, establish project/thematic delivery groups to plan and deliver community priorities	2024-26	Chief Executive's Department with Aon Ghlaschu
HLA9.2 Strengthened links to Universities and Colleges	Some collaboration in education and learning developments. Very good working links with the University of Glasgow (community research) and with the University of Strathclyde (teacher education).	Set up a City Region Gaelic Plan Group with representatives from the city region's local authorities and other public bodies with a Gaelic Plan	2023-28	Chief Executive's Department
HLA9.3 Improved work between local authorities with a Gaelic Language Plan	Some collaboration in education and learning developments	Set up a City Region Gaelic Plan Group with representatives from the city region's local authorities and other public bodies with a Gaelic Plan	2025-26	Chief Executive's Department

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-ìreil (HLA) 9:				
Obrachadh le com-pàirtichean Aon Ghlaschu gus cànan is cultar na Gàidhlig adhartachadh gu luchd-còmhnaidh agus luchd-tadhail				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhith	Ceann-là Targaid	Uallach
HLA9.4 Ceanglaichean leasaichte agus co-obrachaidhean eadar am baile agus coimhearsnachdan cànan tùsail eadar-nàiseanta.	Ceanglaichean tro Bhòrd na Gàidhlig agus Riaghaltas na h-Alba ri buidhnean cànan nàiseanta sa Chuimrigh agus ann an Èirinn.	Ceanglaichean ùra a chruthachadh agus eisimpleirean de dheagh chleachdadh a chomharrachadh, a thaobh planadh cànan tùsail agus leasachadh cànan ann am bailtean-mòra air feadh an t-saoghail.	2026	Roinn an Àrd-Oifigeir

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 9:				
Work with Aon Ghlaschu partners to promote Gaelic language and culture to residents and visitors				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA9.4 Improved links and city collaborations with indigenous language communities internationally	Connections through Bòrd na Gàidhlig and Scottish Government to national language bodies in Wales and Ireland	Create new connections and identify examples of best practice in indigenous language planning and language development in cities across the world	2026	Chief Executive's Department

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-ìreil (HLA) 10:				
Obrachadh le Glaschu Beò agus buidhnean com-pàirteachais gus ro-innleachd ealain in-ghabhalach a libhrigeadh, ag adhartachadh ùr-ghnàthachas sna h-ealain Ghàidhlig taobh a-staigh àrainneachd bhailteil, com-pàirteachadh coimhearsnachd, ionnsachadh cruthachail agus cànan gnìomhach.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA10.1 Buaidh agus faicsinneachd ealain Ghàidhlig ann an Glaschu air an neartachadh, a' gabhail a-steach lorg air guthan ùra Gàidhlig agus leasachadh air modalan obrach ùra.	Buileachadh air Ro-innleachd Ealain Ghàidhlig (GAS) 2018-2022.	Gnìomhachd ag èirigh bhon Ro-innleachd Ealain Ghàidhlig làithreach a sgrùdadh, a luachadh agus a lèirmheas, agus an ath-thriall de Ro-innleachd nan Ealain Ghàidhlig ullachadh.	2023-28	Glaschu Beò (Ealain) le buidhnean coimhearsnachd
		Ro-innleachdan seasmhachd a leasachadh le Fèis Ghàidhlig Ghlaschu agus Ceòl is Craic.		
		Co-obrachadh agus com-pàirteachadh le Aon Ghlaschu ann an leasachadh ro-innleachdail Ealain Ghàidhlig air feadh a' bhaile.		
		Cur ri ro-innleachdan ionadail agus nàiseanta a thaobh amasan a' phlana nàiseanta do Ealain Ghàidhlig.		
		Taic a chur ri prògram ealain Ghlaschu Beò a' gabhail a-steach prògram Neach-ealain air Mhuinntearas den Phrògram Còmhnaidheachd Nàiseanta.		
HLA10.2 Mothachadh meudaichte don Ghàidhlig tro thachartasan àrd-ìomhaigheil.	Mòd Ghlaschu 2019 air a libhrigeadh le ìre àrd de bhuidh shòisealta, eaconamach agus chànanach.	Leis a' Chomunn Gàidhealach, beachdachadh air comasachd a' thoirt don Mhòd Nàiseanta Rìoghail.	2026-28	Roinn an Àrd-Oifigeir còmhla ris A' Chomunn Gàidhealach (ACG), Glaschu Beò agus meur Ghlaschu de ACG

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 10:				
Work with Glasgow Life and partner organisations to deliver an inclusive arts strategy, promoting innovation in Gaelic arts within an urban, community participation, creative learning and active language environment				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA10.1 Strengthened impact and visibility for Gaelic arts in Glasgow, including the discovery of new Gaelic voices and the development of new models of working	Implement the Gaelic Arts Strategy (GAS) 2018-2022	Monitor, evaluate and review activity arising from the current Gaelic Arts Strategy and prepare the next iteration of the Gaelic Arts Strategy	2023-28	Glasgow Life (Arts) with community organisations
		Develop sustainability strategies with Fèis Ghàidhlig Ghlaschu and Ceòl is Craic		
		Collaborate and participate with Aon Ghlaschu in the strategic development of Gaelic Arts across the city		
		Contribute to local and national strategies in relation to the aims of the national plan for Gaelic Arts		
HLA10.2 Increased awareness of Gaelic through high profile events	Mòd Ghlaschu 2019 delivered with a high level of social, economic and linguistic impact	With An Comunn Gàidhealach, consider the feasibility of hosting the Royal National Mod	2026-28	Chief Executive's Department with An Comunn Gàidhealach (ACG), Glasgow Life and Glasgow branch of ACG
		Support Glasgow Life's arts programme including the Artist in Residence programme		

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-ìreil (HLA) 11:				
Meudachadh faicsinneachd na Gàidhlig taobh a-staigh Comhairle Baile Ghlaschu agus Glaschu Beò.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA11.1 Aithneachadh meudaichte air a' Phlana Gàidhlig am measg bhall taghte, tarsainn Seirbheisean Comhairle Baile Ghlaschu agus Glaschu Beò.	Am Plana Gàidhlig foillsichte air làrach-lìn na comhairle agus Glaschu Beò agus air adhartachadh air sianalan mheadhanan sòisealta aig àm foillseachaidh.	Pasgan bhidio a thoirt gu buil de phrìomh ghealltanasan, gnìomhan agus targaidean, do phrìomh luchd-ùidhe leithid Ceannard na Comhairle agus Àrd-Oifigearan Comhairle Baile Ghlaschu is Glaschu Beò.	2024-25	Roinn an Àrd-Oifigeir le Ceannard na Comhairle, Àrd-Oifigear Comhairle Baile Ghlaschu agus Àrd-Oifigear Ghlaschu Beò

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 11:				
Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA11.1 Increased recognition for the Gaelic Language Plan among elected members, across all Glasgow City Council and Glasgow Life Services	Gaelic Language Plan published on the council's website and promoted on social media channels at publication time	Produce a video package of our key commitments, actions and targets, for key stakeholders such as the Council Leader and Chief Executives of Glasgow City Council and Glasgow Life	2024-25	Chief Executive's Department with Council Leader, Glasgow City Council Chief Executive and Glasgow Life Chief Executive

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-Ìreil (HLA) 11:				
Meudachadh faicsinneachd na Gàidhlig taobh a-staigh Comhairle Baile Ghlaschu agus Glaschu Beò.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA11.2 Faicsinneachd nas motha air Gàidhlig ann an soidhneachd agus ann am prìomh fhoillseachaidhean (air-loidhne agus air pàipear).	Tha beagan cleachdaidh dà-chànanach air Gàidhlig is Beurla ann am foillseachaidhean corporra cuimsichte air Gàidhlig, cuid de shoidhneachd dhà-chànanach (a-staigh agus a-muigh) air feadh togalaichean Seòmraichean a' Bhaile, air a' mhòr-chuid de shoidhnichean dà-chànanach a-staigh agus a-muigh ann an togalaichean Foghlam tro Mheadhan na Gàidhlig, agus aig beagan sgoiltean tro mheadhan na Beurla.	Na gealltanasan faicsinneachd Gàidhlig a tha nan àite bho 2009 adhartachadh agus àrdachadh, gu h-àraid an riatanas airson soidhneachd dà-chànanach tarsainn nan Seirbheisean uile agus companaidhean Teaghlach Ghlaschu nuair a tha soidhneachd ga ath-ùrachadh no ga ionadachadh air togalaichean, ionadan-cruinneachaidh agus làraichean air feadh a' bhaile, agus cuideachd le barrachd cleachdaidh is faicsinneachd ann am prìomh fhoillseachaidhean corporra.	2024-28	Roinn an Àrd-Oifigeir agus Seirbheisean Thogalaichean is Talmhainn
		Sgrùdadh a choileanadh còmhla ri sgioba nan oighreachdan air solar soidhneachd dà-chànanach a th' ann a-cheana, agus plana leudachaidh is buileachaidh soidhneachd dà-chànanach nas fharsainge ullachadh tarsainn na comhairle fharsaing agus oighreachd chompanaidhean Teaghlach Ghlaschu.	2024-28	Roinn an Àrd-Oifigeir agus Seirbheisean Thogalaichean is Talmhainn

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 11:				
Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA11.2 Increased visibility of Gaelic in signage and in key publications (online and hard copy)	There is some bilingual use of Gaelic and English in Gaelic-focused corporate publications, on some bilingual signage (internal and external) across the City Chambers buildings, on most bilingual signs internally and externally at Gaelic Medium Education buildings, and at a few English Medium schools	Promote and enhance the Gaelic visibility commitments already in place since 2009, especially the requirement for bilingual signage across all Services and Glasgow Family companies when signage is renewed or replaced at buildings, venues and locations across the city, and also with increased use and visibility in key corporate publications	2024-28	Chief Executive's Department and Property and Land Services.
		Complete an audit of existing bilingual signage provision with the estates team and prepare a wider bilingual signage expansion and implementation plan across the wider council and Glasgow Family companies' estate	2024-28	Chief Executive's Department and Property and Land Services

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-ìreil (HLA) 11:				
Meudachadh faicsinneachd na Gàidhlig taobh a-staigh Comhairle Baile Ghlaschu agus Glaschu Beò.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA11.3 Cleachdadh meudaichte air stiùireadh a thaobh brannd Gàidhlig agus an gnìomhadh air feadh Sheirbheisean uile agus Glaschu Beò.	Stiùireadh corporra ath-sgrùdaichte ann an 2020 gus gealltanasan a thaobh cleachdadh na Gàidhlig, a ghabhail a-steach.	Mothachadh a thogail don ghealltanasan a thaobh Gàidhlig san stiùireadh chorporra agus sùil a chumail air a ghnìomhadh le fòram Seirbheis Chonaltraidhean na comhairle.	2024-28	Roinn an Àrd-Oifigeir agus Seirbheisean uile.
HLA11.4 Faicsinneachd leantainneach air Gàidhlig ann an aithisg coileanaidh bhliadhnail na Comhairle.	Geàrr-iomradh air coileanadh seirbheis Ghàidhlig agus eadar-theangachadh Gàidhlig anns an aithisg coileanaidh bhliadhnail 2019-20.	Dèanamh cinnteach gu bheil geàrr-iomradh de choileanadh seirbheis Ghàidhlig dà-chànanach anns gach aithisg coileanaidh bhliadhnail.	2023-28	Roinn an Àrd-Oifigeir agus Seirbheisean uile.
HLA11.5 Cleachdadh agus mothachadh meudaichte air goireasan Gàidhlig ann an leabharlannan, còmhla ri ire mheudaichte de chom-pàirt le sgoiltean Foghlam tro Mheadhan na Gàidhlig, le solaraichean foghlaim, ciùil agus litreachais leithid Comhairle nan Leabhraichean agus le luchd-ionnsachaidh Gàidhlig is luchd-labhairt dùthchasach.	Beagan com-pàirt le sgoiltean na coimhearsnachd ionadail agus le Comhairle nan Leabhraichean.	Ceangal a mheudachadh eadar Seirbheisean Leabharlann Ghlaschu Beò, sgoiltean tro Mheadhan na Gàidhlig agus Comhairle nan Leabhraichean, gus raon nas fharsainghe de ghoireasan freagarrach a sholarachadh, cruinneachaidhean òigridh a chruthachadh ann an coimhearsnachdan faisg air sgoiltean tro Mheadhan na Gàidhlig, agus tursan le clasaichean a phlanadh gus taic a chur ri leasachadh cànanais agus leughadh dà-chànanach. Taic a chur ri pàrantan ann an tràth-bhliadhnaichean de dh'ionnsachadh is leasachadh Gàidhlig. Bookbug Gàidhlig a sholarachadh ann an cuid de leabharlannan sgìreil.	2023-28	Glaschu Beò (Leabharlannan) le Comhairle nan Leabhraichean

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 11:				
Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA11.3 Increased use of Gaelic brand guidelines and their application across all Services and Glasgow Life	Corporate guidelines revised in 2020 to include commitments to the use of Gaelic	Increase awareness of the Gaelic commitment in the corporate guidelines and monitor its application with the council's Service Communications forum	2024-28	Chief Executive's Department with All Services
HLA11.4 Continued Gaelic visibility in the council's annual performance report	Summary of Gaelic service performance and a Gaelic translation in the 2019-20 annual performance report	Ensure there is a bilingual Gaelic service performance summary in every annual performance report	2023-28	Chief Executive's Department with All Services
HLA11.5 Increased use and awareness of Gaelic resources in libraries along with increased level of engagement with Gaelic Medium Education schools, with education, music and literature providers like the Gaelic Books Council, and with Gaelic learners and native speakers	Some engagement with local community schools and with Gaelic Books council Comhairle nan Leabhraichean (Gaelic Books Council)	Increase contact between Glasgow Life Library Services, Gaelic Medium schools and the Gaelic Books Council to provide a wider range of suitable resources, create junior collections in communities close to the Gaelic Medium schools, and plan class visits to support language development and bi-lingual reading.	2023-28	Glasgow Life (Libraries) with Comhairle nan Leabhraichean Comhairle nan Leabhraichean (Gaelic Books Council)
		Support parents in early years of Gaelic learning and development	2023-28	Glasgow Life (Learning).
		Provide Gaelic Bookbug in some area libraries	2023-28	Glasgow Life (Learning).

NGLP AMAS 3 – ADHARTACHADH ÌOMHAIGH DHEARBHACH DON GHÀIDHLIG				
Amas Àrd-ìreil (HLA) 11:				
Meudachadh faicsinneachd na Gàidhlig taobh a-staigh Comhairle Baile Ghlaschu agus Glaschu Beò.				
Buil Mhiannaichte	Cleachdadh Làithreach	AGnìomhan a Dhìth	Ceann-là Targaid	Uallach
HLA11.6 Faicsinneachd mheudaichte air tachartasan cànan Gàidhlig ann am Miosachan Leughaidh Leabharlann Ghlaschu Beò, a' gabhail a-steach prògram na fèise agus taisbeanaidhean sa Mitchell agus adhartachadh stuic.	Tha Glaschu Beò (Leabharlann) a' gabhail a-steach susbaint Ghàidhlig sa phrìomh chruinneachadh ann an Leabharlann Phartaig, ann an Aye Write agus Wee Write, agus ann an taisbeanaidhean a tha a' cur taic ri pròiseactan sònraichte leithid pròiseact Ealain Ghàidhlig airson COP26.	Na gealltanasan a th' ann a thaobh thachartasan leithid Aye Write agus Wee Write a libhrigeadh, agus tachartasan cànan Gàidhlig eile a phlanadh agus adhartachadh gus a bhith air am fighe a-steach do Mhiosachan Leughaidh Leabharlann Ghlaschu Beò, a' gabhail a-steach prògram na fèise, taisbeanaidhean Mitchell agus adhartachadh stuic.	2023-28	Glaschu Beò (Leabharlann)
HLA11.7 Cleachdadh meudaichte air goireasan teicneòlas fiosrachaidh Gàidhlig ann an Seirbheisean agus ALEOan.	Chan eil modh-obrach coitcheann tarsainn na comhairle no ALEOan.	Acainn teicneòlas fiosrachaidh Gàidhlig a thoirt gu buil do luchd-obrach ann an GME no dreuchdan Gàidhlig eile, buill thaghte, pàrantan agus daoine òga.	2024	Roinn an Àrd-Oifigeir agus Seirbheisean uile, CGI, a' Choimhearsnachd Ghàidhlig

5.4 BUILEAN CORPORA

Chaidh seata de Bhuilean Corporra cunbhalach a riarachadh gu Comhairle Baile Ghlaschu mar phàirt de fhios foirmeil airson am Plana seo ullachadh.

Tha na builean sin stèidhichte air eòlas Bhòrd na Gàidhlig an lùib phlanaichean Gàidhlig aontaichte gu ruige seo.

DÈ TH' ANN AM BUILEAN CORPORA?

Tha Builean Corporra a' dèanamh iomradh air cleachdadh làithreach, na gnìomhan a tha riatanach gus a' bhuil a choileanadh, raointean-ama agus an sgioba air am bi uallach airson gnìomhan

adhartachadh.

Far a bheil buil air a coileanadh agus ga libhrigeadh, bu chòir don phlana seo aithris fo chleachdadh làithreach. Far nach eil a' bhuil air a coileanadh, bu chòir don phlana aithris ciamar agus cuin a thachras seo, fiù ged a bhiodh e seachad air beatha a' phlana làithreach agus / no mar phàirt de phròiseasan ath-ùrachaidh san àm ri teachd.

Bidh adhartachadh a dh'ionnsaigh libhrigeadh air Builean Corporra a' dèanamh suas prìomh phàirt de riatanasan Sgrùdaidh Bliadhnail a' Bhùird.

NGLP AIM 3 - PROMOTING A POSITIVE IMAGE OF GAELIC				
High Level Aim (HLA) 11:				
Increase the visibility of Gaelic within Glasgow City Council and Glasgow Life				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
HLA11.6 Increased visibility of Gaelic language events in Glasgow Life's Libraries Reading Calendar, including the festival programme and Mitchell exhibitions and stock promotion	Glasgow Life (Libraries) include some Gaelic content in the core collection at Partick Library, in Aye Write, and Wee write and in exhibitions that support specific projects such as a Gaelic Arts project for COP26	Deliver existing commitments to events such as Aye Write and Wee Write and plan and promote other Gaelic language events to be embedded into Glasgow Life's Libraries Reading Calendar, including the festival programme, Mitchell exhibitions and stock promotions	2023-28	Glasgow Life (Libraries)
HLA11.7 Increased use of Gaelic information technology resources in Services and ALEOs	No standard approach across the council or ALEOs	Produce a Gaelic information technology toolkit for staff in GME or other Gaelic roles, elected members, parents and young people	2024	Chief Executive's Department with All Services, CGI, Gaelic community

5.4 CORPORATE OUTCOMES

Glasgow City Council was issued with a set of standardised Corporate Outcomes as part of the formal notice to prepare this Plan.

These outcomes are based on Bòrd na Gàidhlig's experience of approved Gaelic language plans to date.

WHAT ARE CORPORATE OUTCOMES?

Corporate Outcomes describe current practice, actions needed to achieve the outcome, timescales and which team will have responsibility for progressing the actions.

Where an outcome has been achieved and is being delivered, the plan should state this under current practice. Where the outcome hasn't been achieved, the plan should state how and when this will happen, even if it is beyond the lifetime of the current plan and / or as part of future renewal processes.

Progress towards the delivery of the Corporate Outcomes will form a key part of the Bòrd's Annual Monitoring requirements.

Thathar a’ sùileachadh do dh’ùghdarrasan poblach uile, a’ gabhail a-steach Comhairle Baile Ghlaschu agus a buidhnean air astar ann an companaidhean Teaghlach Ghlaschu, dèiligeadh ris na Builean Corporra uile nam Planaichean Gàidhlig.

PRIONNSAPALAN IOMA-CHUAI RTEACH

Tha seata de phrionnsapalan ris a bheilear a’ sùileachadh do dh’ùghdarrasan cumail ris, a’ gabhail a-steach Comhairle Baile Ghlaschu. Is iad:

- **Spèis Co-ionann**

Gealltanasan plana Gàidhlig air an libhrigeadh gu ìre cho-ionann ann an Gàidhlig agus Beurla.

- **Tairgse Ghniomhach**

Ceumannan practaigeach gus dèanamh cinnteach gu bheil an luchd-obrach ’s am poball gam fiosrachadh gu cunbhalach mu na cothroman uile a tha an làthair gus Gàidhlig a chleachdadh a thaobh obair an ùghdarrais phoblaich.

- **Treas Phàrtaidhean**

Dèanamh cinnteach gu bheil Buidhnean air Astar agus cunnradairean eile a’ cuideachadh le libhrigeadh air plana Gàidhlig an ùghdarrais phoblaich.

- **Àbhaisteachadh**

Tha gealltanasan plana Gàidhlig air an àbhaisteachadh taobh a-staigh structaran an ùghdarrais phoblaich thar ùine, le cothroman air Gàidhlig fhàs taobh a-staigh bhuidseatan làithreach a tha air am measadh gu cunbhalach.

All public authorities, including Glasgow City Council and its arms-length organisations in the Glasgow Family companies, are expected to address all of the Corporate Outcomes in their Gaelic Plans.

OVER-ARCHING PRINCIPLES

There is also a set of principles that authorities including Glasgow City Council are expected to adhere to. They are:

- **Equal Respect**

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

- **Active Offer**

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

- **Third Parties**

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

- **Normalisation**

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

- **Pàrantachadh Corporra**

Gu bheil an t-ùghdarras mothachail do dhleastanasan Pàrant Corporra gus dèanamh cinnteach gu bheil clann agus daoine òga air an coimhead às an dèidh agus luchd-fàgail ann an cùram le Gàidhlig, a’ faotainn nan cothroman ceudna riuthasan le cànanan eile.

5.5 GNÌOMHAN CORPORRA

Tha na clàran gu h-ìosal a’ taisbeanadh nan Gnìomhan Corporra a tha Bòrd na Gàidhlig a’ sùileachadh do Chomhairle Baile Ghlaschu a libhrigeadh, mar thaic do mhodh-obrach corporra cunbhalaichte a thaobh seirbheisean Gàidhlig tarsainn na roinne poblaich. Feumar aire a thoirt do dh’inbhe na Gàidhlig air feadh na buidhne, gum bi sinn a’ conaltradh leis a’ phoball ann an Gàidhlig, gun solaraich sinn fiosrachadh ann an Gàidhlig, gum faod luchd-obrach Gàidhlig ionnsachadh agus a chleachdadh, agus gu bheil sinn a’ toirt spèis agus a’ solarachadh ìrean Gàidhlig sàr-mhath anns na Seirbheisean uile.

Tha ceann-latha targaid aig gach Gnìomh Corporra (CA) agus dleastanas a thaobh buidheann no Seirbheis. Taisbeanaidh iad mar a libhrigeas sinn na còig Builean Corporra (CO).

1. Inbhe Àrdaichte air Gàidhlig

1.1 Suaicheantas

1.2 Soidhneachd

2. Conaltradh Meudaichte ann an Gàidhlig leis a’ Phoball

2.1 Adhartachadh

2.2 Conaltradh sgrìobhte

2.3 Fàilteachas is fòn

- **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.

5.5 CORPORATE ACTIONS

The tables below show the Corporate Actions that Bòrd na Gàidhlig expects Glasgow City Council to deliver in support of a standardised, corporate approach to Gaelic services across the public sector. Attention must be given to Gaelic’s status across the organisation, that we communicate with the public in Gaelic, that we provide information in Gaelic, that staff can learn and use Gaelic, and that we respect and provide excellent standards of Gaelic in all Services.

Each Corporate Action (CA) has a target date and an organisation or Service responsibility. They will show how we will deliver the five Corporate Outcomes (CO).

1. Enhanced Status of Gaelic

1.1 Logo

1.2 Signage

2. Increased Communication in Gaelic with the Public

2.1 Promotion

2.2 Written communication

2.3 Reception and phone

2.4 Coinneamhan poblach

2.4 Public meetings

3. Faicsinneachd is Cleachdadh Meudaichte air Gàidhlig ann am Fiosrachadh

3. Increased Visibility and Use of Gaelic in Information

3.1 Brathan naidheachd

3.1 News releases

3.2 Meadhanan sòisealta

3.2 Social media

3.3 Làrach-lìn

3.3 Website

3.4 Foillseachaidhean corporra

3.4 Corporate publications

3.5 Taisbeanaidhean

3.5 Exhibitions

4. Barrachd Luchd-obrach Mothachail don Ghàidhlig agus le Sgilean Gàidhlig

4. More Gaelic Aware and Gaelic Skilled Staff

4.1 In-sgrùdadh

4.1 Internal audit

4.2 Inntrigeadh

4.2 Induction

4.3 Trèanadh cànan

4.3 Language training

4.4 Trèanadh mothachaidh

4.4 Awareness training

4.5 Trusadh

4.5 Recruitment

5. Barrachd Taisbeanaidh de Chorpas na Gàidhlig

5. More Expression of Gaelic Language Corpus

5.1 Gnàthachas Litreachaidh na Gàidhlig

5.1 Gaelic Orthographic Conventions

5.2 Ainmean-àite

5.2 Place-names



CO1. INBHE ÀRDAICHTE AIR GÀIDHLIG				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
CA1.1 Suaicheantas Amas air an t-suaicheantas chorporra a nochdadh ann an Gàidhlig is Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ath-ùrachaidh sam bith.	Tha suaicheantas aon-chànanach (Beurla) ga chleachdadh tarsainn nan Seirbheisean uile.	Cuiridh sinn suaicheantas dà-chànanach (Gàidhlig is Beurla) an sàs aig a' chiad chothrom airson an t-suaicheantas chorporra atharrachadh.	Cho luath 's a tha e dèantach.	Roinn an Àrd-Oifigeir le Glaschu Beò agus companaidhean Teaghlach Ghlaschu uile
		Brosnaichidh sinn luchd-adhartachaidh prìomh thachartasan le taic na comhairle, gu Gàidhlig a chleachdadh nan suaicheantasan, branndan, stuthan margaideachd agus conaltraidhean mheadhanan.	2024-28	
		Nì sinn sgrùdadh air a chleachdadh fhaicsinneach air Gàidhlig anns na Seirbheisean uile agus companaidhean Teaghlach Ghlaschu gach bliadhna; agus cuiridh sinn nan cuimhne gach leth-bhliadhna mu an dleastanas a libhrigeadh a thaobh gealltanas sa Phlana seo air Gàidhlig a chleachdadh, agus Stiùireadh Brann Corpóra na comhairle.	2024-28	

CO1. ENHANCED STATUS OF GAELIC				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
CA1.1 Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.	A monolingual (English) logo is in use across all Services.	We will introduce a bilingual logo (English and Gaelic) at the first available opportunity for the corporate logo to be changed .	As soon as practicable	Chief Executive's Department with Glasgow Life and all Glasgow Family companies.
		We will encourage the promoters of council supported major events to use Gaelic in their logos, brands, marketing material and media communications.	2024-28	
		We will audit the visible use of Gaelic in all Services and Glasgow Family companies annually; and we will remind them biannually of their responsibility to deliver on the commitment to the use of Gaelic in this Plan and the council's Corporate Brand Guidelines.	2024-28	

CO1. INBHE ÀRDAICHTE AIR GÀIDHLIG				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
CA1.2 Soidhneachd Bidh soidhneachd fhollaiseach a' gabhail a-steach Gàidhlig is Beurla mar phàirt de phròiseas ath-ùrachaidh sam bith.	Tha soidhneachd dà-chànanach na àite mar-thà ann agus mu thimcheall cuid de thogalaichean Seòmraichean a' Bhaile. Tha soidhnichean dà-chànanach air an taisbeanadh air sgoiltean tro Mheadhan na Gàidhlig uile agus goireasan foghlaim, a-staigh agus a-muigh.	Nuair a bhios soidhnichean rin ionadachadh no soidhneachd ùr ri chur suas le Seirbheis sam bith den Chomhairle no buidhnean air astar, bidh soidhnichean uile dà-chànanach (Beurla is Gàidhlig).	2023-28	Roinn an Àrd-Oifigeir, Seirbheisean Togalaichean is Talmhainn le Seirbheisean agus companaidhean Teaghlach Ghlaschu
		Nì sinn sgrùadh air soidhneachd Ghàidhlig agus dà-chànanach (Gàidhlig is Beurla) tarsainn oighreachd na comhairle.	2024	

CO2. CONALTRADH MEUDAICHTE ANN AN GÀIDHLIG LEIS A' PHOBALL				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
CCA2.1 Adhartachadh Teachdaireachd dhearbhadh gu bheil conaltradh bhon phoball ann an Gàidhlig an-còmhnaidh di-beathte.	Tha luchd-obrach le Gàidhlig a' conaltradh ann an modh labhairt is sgrìobhte ann an Gàidhlig agus Beurla. Tha cuid de luchd-obrach agus buill thaghte gun Ghàidhlig a' cleachdadh bannan-coise dà-chànanach air puist-d, teachdaireachdan a-mach à oifis, agus facail fàilte bhunaiteach.	Leanaidh sinn leis a' chleachdadh làithreach ach brosnachair barrachd luchd-obrach agus buill thaghte gu teachdaireachdan bannan-coise dà-chànanach a chleachdadh air puist-d do luchd-obrach is buill thaghte uile, gu bheil "Gàidhlig ga labhairt agus di-beathte ann an Glaschu".	2023-28	Seirbheisean uile agus companaidhean Teaghlach Ghlaschu

CO1. ENHANCED STATUS OF GAELIC				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
CA1.2 Signage Prominent signage will include Gaelic and English as part of any renewal process.	Bilingual signage is already in place in and around some City Chambers buildings. Bilingual signs are also displayed across all Gaelic Medium schools and education facilities, internally and externally.	When signage is to be replaced or new signage installed by any of the Council's Services or arms-length organisations, all signage will be bilingual (English and Gaelic).	2023-28	Chief Executive's Department and Property and Land Services with all Services and Glasgow Family companies.
		We will do an audit of Gaelic and bilingual (Gaelic and English) signage across the council estate.	2024	

CO2. INCREASED COMMUNICATION IN GAELIC WITH THE PUBLIC				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
CA2.1. Promotion Positive message that communication from the public in Gaelic is always welcome.	Gaelic speaking staff communicate in verbal and written form in Gaelic or English. Some non-Gaelic speaking staff and elected members use bilingual email footers, out of office messages and basic words of greeting.	We will continue with current practice but encourage more staff and elected members to adopt bilingual email footer messages for all staff and elected members that "Gaelic is spoken and welcomed in Glasgow"	2023-28	All Services and Glasgow Family companies

CO2. CONALTRADH MEUDAICHTE ANN AN GÀIDHLIG LEIS A' PHOBALL				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
<p>CA2.2 Conaltradh Sgrìobhte</p> <p>Tha conaltradh sgrìobhte ann an Gàidhlig an-còmhnaidh freagarrach (post, post-d agus meadhanan sòisealta), agus thèid freagairtean a thoirt ann an Gàidhlig ann an co-rèir ri poileasaidh coitcheann.</p>	Is e ar poileasaidh làithreach gabhail ri agus freagairt ann an Gàidhlig do chonaltradh sam bith a gheibhear ann an Gàidhlig. Nuair nach eil neach le sgilean Gàidhlig ri fhaotainn aig an ìre Seirbheis, tha na conaltraidhean gan cur gu an Oifigear Leasachaidh Gàidhlig no ball eile le sgilean Gàidhlig.	Leanaidh sinn leis a' phoileasaidh làithreach ach meudaichear adhartachadh is mothachadh do cheumannan, a bhios a' dèanamh cinnteach gu bheil seo agus amasan corporra Gàidhlig eile air an tuigsinn nas fheàrr tarsainn nan Seirbheisean uile agus gan gnìomhadh da rèir.	2023-28	Seirbheisean uile còmhla ri Roinn an Àrd-Oifigeir
		Bheir sinn gu buil, le iarraidh, bannan-cinn is bannan-coise puist-d agus/no teachdaireachdan dà-chànanach gutha do luchd-obrach is buill thaghte uile. Cuirear taic ri agus brosnachadh an roghainn do bhuill thaghte gu litrichean fhaighinn agus a fhreagairt ann an Gàidhlig.	2024-28	Buill thaghte agus Seirbheisean uile agus companaidhean Teaghlach Ghlaschu le Roinn an Àrd-Oifigeir
<p>CA2.3 Fàilteachas is fòn</p> <p>Far a bheil luchd-obrach le Gàidhlig comasach air seirbheis fàilteachais is fòn a sholarachadh ann an Gàidhlig, gheibh iad taic gu sin a dhèanamh agus tha an t-seirbheis air a h-adhartachadh don phoball.</p>	Tha sgoiltean tro Mheadhan na Gàidhlig uile a' solarachadh neach-labhairt Gàidhlig airson dleastanasan fàilteachais is fòn.	Leanaidh sinn air adhart leis an t-suidheachadh làithreach ach cuiridh sinn barrachd fiosrachaidh ann am pasgain trusaidh, gu bheil Gàidhlig na sgil riatanach airson dreuchdan ann an Gàidhlig agus na sgil ion-mhiannaichte ann an dreuchdan eile mu choinneamh luchd-dèiligidh.	2023-28	Seirbheisean uile agus Glaschu Beò

CO2. INCREASED COMMUNICATION IN GAELIC WITH THE PUBLIC				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>CA2.2 Written Communication</p> <p>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>	Our current policy is to accept and reply in Gaelic to any communication received in Gaelic. When there is no one with Gaelic skills available at the Service level, such communications are transferred for a response to the Gaelic Development Officer or another member of staff with Gaelic skills.	We will continue with the present policy but also increase promotion and awareness of measures to ensure this and other Gaelic corporate aims are better understood across all Services and actioned accordingly.	2023-28	All Services with the Chief Executive's Department
		We will produce, on request, email headers and footers for all staff and elected members and/or bilingual voicemail messages. The option for elected members to receive and reply to correspondence in Gaelic will be supported and encouraged.	2024-28	Elected members and all Services and Glasgow Family companies with the Chief Executive's Department
<p>CA2.3. Reception and phone</p> <p>Where Gaelic speaking staff are capable of providing a Gaelic reception and phone service, they are supported to do so and the service is promoted to the public.</p>	All Gaelic Medium schools provide a Gaelic speaker on reception and phone duties.	We will continue with existing arrangements but also add information to recruitment packs that Gaelic is an essential skill for Gaelic-speaking roles and would be a desirable skill in other customer-facing roles.	2023-28	All Services and Glasgow Life

CO2. CONALTRADH MEUDAICHTE ANN AN GÀIDHLIG LEIS A' PHOBALL				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
<p>CA2.4 Coinneamhan poblach</p> <p>Cothroman air coinneamhan poblach a chumail gu dà-chànanach no ann an Gàidhlig gan rannsachadh gu cunbhalach agus gan adhartachadh.</p>	<p>Is e Gàidhlig a tha cleachdte airson coinneamhan poblach nuair a tha Gàidhlig aig an àireamh as motha den luchd-èisteachd. Nuair a tha an luchd-èisteachd sa mhòr-chuid le Beurla a-mhàin, tha coinneamhan gan cumail ann am Beurla. Ach, ann an coinneamhan poblach eile ann an Seòmraichean a' Bhaile, tha seirbheis eadar-theangachaidh mar-aon ga cleachdadh.</p>	<p>Leanaidh sinn air adhart leis a' phoileasaidh làithreach.</p>	<p>2023-28</p>	<p>Seirbheisean uile agus Glaschu Beò</p>

CO3. FAICSINNEACHD IS CLEACHDADH GÀIDHLIG ANN AM FIOSRACHADH				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
<p>CA3.1 Brathan Naidheachd</p> <p>Brathan naidheachd àrd-iomhaigheil agus brathan naidheachd uile co-cheangailte ri Gàidhlig air an cuairteachadh ann an Gàidhlig is Beurla.</p>	<p>Tha brathan naidheachd mu chùisean Gàidhlig, a tha glè thric ag iomradh air Foghlam, dà-chànanach. Tha oifigear le Gàidhlig air ainmeachadh gus labhairt ris na meadhanan mar a bhios feum air.</p>	<p>Leanaidh sinn leis a' phoileasaidh làithreach.</p>	<p>2023-28</p>	<p>Roinn an Àrd-Oifigeir, Seirbheisean Foghlaim agus Glaschu Beò (Ealain)</p>

CO2. INCREASED COMMUNICATION IN GAELIC WITH THE PUBLIC				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>CA2.4 Public meetings</p> <p>Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	<p>Gaelic is the language used for public meetings when the audience is predominantly Gaelic-speaking. When the audience is predominantly monolingual English-speaking, meetings are largely conducted in English. However, in other public meetings at the City Chambers, a simultaneous interpretation service is provided.</p>	<p>We will continue with our existing policy.</p>	<p>2023-28</p>	<p>All Services and Glasgow Life</p>

CO3. INCREASED VISIBILITY AND USE OF GAELIC IN INFORMATION				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>CA3.1 News releases</p> <p>High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	<p>News releases on Gaelic matters, often referring to Education, are bilingual. A Gaelic-speaking officer is also nominated to speak with the media as and when required.</p>	<p>We will continue with our existing policy.</p>	<p>2023-28</p>	<p>Chief Executive's Department and Education Services and Glasgow Life (Arts)</p>

CO3. FAICSINNEACHD IS CLEACHDADH GÀIDHLIG ANN AM FIOSRACHADH				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
CA3.2 Meadhanan Sòisealta Susbaint Ghàidhlig ga riarachadh gu cunbhalach tro mheadhanan sòisealta, air a stiùireadh leis an ìre de fhìor luchd-cleachdaidh agus luchd-cleachdaidh san amharc.	Chan eil puist mheadhanan sòisealta coitcheann ann an Gàidhlig no mu Ghàidhlig ach ainneamh, air prìomh shianalan mheadhanan sòisealta na comhairle. Tha cunntas twitter @GlasgowLangs air a chleachdadh nas trice airson tuitean ann an Gàidhlig.	Foillsichidh sinn co-dhiù 50 post ann an Gàidhlig no ann an Gàidhlig is Beurla (dà-chànanach) gach bliadhna air prìomh shianalan mheadhanan sòisealta tarsainn raon de àrd-ùrlaran.	2024-28	Roinn an Àrd-Oifigeir
		Cruthaichidh sinn plana mheadhanan sòisealta de thachartasan, naidheachdan agus fiosrachadh coimhearsnachd Gàidhlig don àm ri teachd, agus an crochadh air maoinachadh is luchd-obrach, bidh sinn ag amas air sianal YouTube ann an Gàidhlig a chruthachadh.	2024-28	
CA3.3 Làrach-lìn Bu chòir do shusbaint Ghàidhlig a bhith ri fhaotainn air làrach-lìn an ùghdarras phoblaich, le cuideam ga thoirt do na duilleagan le comas air an ruigsinneachd as àirde.	Tha sgoiltean tro Mheadhan na Gàidhlig uile a' solarachadh neach-labhairt Gàidhlig airson dleastanasan fàilteachais is fòn.	Nì sinn ath-ùrachadh agus leudachadh air duilleag Ghàidhlig na Comhairle agus bheir sinn a-steach barrachd susbaint bhidio. Bidh sinn a' dèanamh cinnteach gu bheil an t-susbaint ath-ùraichte air bhunait chunbhalach.	2024-28	Roinn an Àrd-Oifigeir agus Aon Ghlaschu
		Bheir sinn làrach-lìn gu buil do dh'iomairt Aon Ghlaschu.	2024-25	

CO3. INCREASED VISIBILITY AND USE OF GAELIC IN INFORMATION				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
CA3.2 Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users.	General social media posts in or about Gaelic are infrequent on the council's main social media channels. The @GlasgowLangs twitter account is used more often for Gaelic tweets and retweets.	We will publish at least 50 posts in Gaelic or in Gaelic and English (bilingual) each year on the main Council social media channels across a range of platforms.	2024-28	Chief Executive's Department
		We will create a social media plan of future Gaelic events, news and community information and, funding and staff dependent, aim to create a YouTube Gaelic channel.	2024-28	
CA3.3 Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	For the duration of the previous Plan, content was limited to one page on the Council website and similarly on Glasgow Life's website. Gaelic content was not reviewed or maintained on a regular basis but there now appears to be more scope to increase the quantity and quality of content.	We will revamp and expand the council's Gaelic page and introduce more video content. We will ensure content is refreshed on a regular basis.	2024-28	Chief Executive's Department with Aon Ghlaschu
		We will produce a website for the Aon Ghlaschu initiative.	2024-25	

CO3. FAICSINNEACHD IS CLEACHDADH GÀIDHLIG ANN AM FIOSRACHADH				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
<p>CA3.4 Foillseachaidhean Corporra</p> <p>Air an toirt gu buil ann an Gàidhlig is Beurla, le prìomhachas ga thoirt dhaibhsan le comas air an ruigsinneachd as àirde.</p>	B' e Plana Gàidhlig na Comhairle an aon sgrìobhainn chorporra air a thoirt gu buil gu dà-chànanach, gu o chionn ghoirid. Ach bha Aithisg Coileanaidh Bhliadhnail 2020-21 a' gabhail a-steach duilleag dhà-chànanach ann an Gàidhlig mu choileanadh na comhairle ann an libhrigeadh sheirbheisean Gàidhlig.	Comharraichidh sinn, còmhla ri co-obraichean poileasaidh corporra, foillseachaidhean a bhiodh freagarrach airson eagrain ann an Gàidhlig, ann an cruth iomlan no mar gheàrr-iomradh.	2025-28	Roinn an Àrd-Oifigeir
<p>CA3.5 Taisbeanaidhean</p> <p>Bu chòir do chothroman air taisbeanaidhean poblach a libhrigeadh gu dà-chànanach no ann an Gàidhlig, a bhith air an rannsachadh air bhunait chunbhalach, le prìomhachas ga thoirt dhaibhsan le comas air a' bhuidhean as àirde.</p>	Bha seiseanan air an libhrigeadh gus susbaint a chruthachadh, mar eisimpleir, taisbeanadh air-loidhne a chaidh a leasachadh ann an co-obrachadh le teaghlach agus coimhearsnachdan ann an Uibhist a Deas agus ceangal ri dithis neach-ealain a tha riochdaichte ann an cruinneachaidhean Taighean-tasgaidh Ghlaschu.	Bheir sinn stiùireadh gu buil airson cleachdadh na Gàidhlig ann an taisbeanaidhean far a bheil Gàidhlig na cùis chuspaireil fhollaiseach.	2024-25	Glaschu Beò (Taighean-tasgaidh)
	Chaidh susbaint a chruthachadh airson taisbeanadh coimhearsnachd ann an Talla Cheilbhinn aig àm a' Mhòid Nàiseanta Rìoghail 2019.	Solaraidhidh sinn taisbeanadh coimhearsnachd ùr de Ghàidhlig ann an Talla Cheilbhinn, ag obair leis na sgoiltean Gàidhlig agus a' choimhearsnachd Ghàidhlig fharsaing.	2024-28	Glaschu Beò (Taighean-tasgaidh)
	Chaidh bùithtean-obrach a libhrigeadh ann an Gàidhlig mar thaic don dealbh-peantaidh de Mungo Moireach, le taic bho bhuidhean còmhraidh Ghlaschu Beò.	Rannsaichidh sinn an comas air taisbeanadh ùr agus adhartachadh co-cheangailte ri Gàidhlig, mu thimcheall an 850mh subhachas ann an Glaschu ann an 2025.	2025	Glaschu Beò (Taighean-tasgaidh) agus Glaschu Beò (Fòram Gàidhlig)

CO3. INCREASED VISIBILITY AND USE OF GAELIC IN INFORMATION				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>CA3.5 Exhibitions</p> <p>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>	Sessions were delivered to create content, for example an online exhibition which had been developed in collaboration with families and communities on South Uist and a connection to two artists represented in Glasgow Museums collections.	We will produce guidelines for the use of Gaelic in exhibitions where Gaelic is a prominent subject matter.	2025-28	Glasgow Life (Museums)
	Content was created for a community display at the Kelvin Hall during the 2019 Royal National Mod.	We will provide a new community display of Gaelic at the Kelvin Hall, working with the Gaelic schools and the wider Gaelic community.	2024-25	Glasgow Life (Museums)
	Workshops were delivered in Gaelic to support the painting of Mungo Murray with the support of the Glasgow Life Gaelic conversation group.	We will explore the potential for a new Gaelic-related exhibition and promotion around Glasgow's 850th celebration in 2025.	2024-28	Glasgow Life (Museums) and Glasgow Life (Gaelic Forum)

CO4. BARRACHD LUCHD-OBACH MOTHACHAIL DON GHÀIDHLIG AGUS LE SGILEAN GÀIDHLIG				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
<p>CA4.1 In-Sgrùdadh</p> <p>In-Sgrùdadh air sgilean Gàidhlig agus feumalachdan trèanaidh a chur an gnìomh, tro bheatha gach plana.</p>	Chaidh sgrùdadh air sgilean Gàidhlig a choileanadh gach dà no trì bliadhnaichean tro na deich bliadhna mu dheireadh. Tha e air a bhith feumail an sgrùdadh a chothlamadh le suirbhidh gus feumalachdan luchd-obrach a chomharrachadh agus ceadachadh dhuinn trèanadh cuimsichte air custamair a chur an gnìomh.	Cuidichidh toraidhean an sgrùdadh sgilean ann an 2022 le cothroman ionnsachaidh nas iomchaidhe a thoirt do luchd-obrach. Bheir sinn suirbhidhean bliadhnail de sgilean Gàidhlig is feumalachdan ionnsachaidh gu buil, airson fad beatha a' Phlana seo.	2024-28	Roinn an Àrd-Oifigeir
<p>CA4.2 Inntreigeadh</p> <p>Fiosrachadh air plana Gàidhlig an ùghdarrais ionadail air a ghabhail a-steach do inntreigidhean luchd-obrach ùr.</p>	A thuilleadh air puist Foghlam tro Mheadhan na Gàidhlig, chan eil Gàidhlig a' dèanamh suas pàirt de phròiseas inntreigidh fharsaing luchd-obrach.	Bidh sinn a' gabhail a-steach fiosrachadh mu Ghàidhlig ann an trusadh agus stuthan inntreigidh do luchd-obrach ùr uile, chan ann a-mhàin do luchd-obrach Foghlam tro Mheadhan na Gàidhlig. Bidh Oifigeir na Gàidhlig a' frithealadh choinneamhan inntreigidh do luchd-obrach ùr mar a bhios feum air.	2024-28	Seirbheisean uile (HR)

CO4. MORE GAELIC AWARE AND GAELIC SKILLED STAFF				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>CA4.1 Internal audit</p> <p>Conduct an internal audit of Gaelic skills and training needs through the life of each plan.</p>	A Gaelic skills audit has been completed every two to three years throughout the last decade. It has been useful to combine the audit with a survey to identify staff's learning needs to allow us to provide customer-focused training.	The results of the 2022 skills audit will help us provide more appropriate learning opportunities for staff. We will produce annual Gaelic skill and learning needs surveys for the duration of this Plan.	2024-28	Chief Executive's Department
<p>CA4.2 Induction</p> <p>Knowledge of the public authority's Gaelic language plan included in new staff inductions.</p>	Apart from Gaelic Medium Education posts, Gaelic does not form part of the wider staff induction process.	We will include information about Gaelic in recruitment and induction materials for all new staff, not just for Gaelic Medium Education staff. Gaelic Development Officer will attend induction meetings for new staff as and when requested.	2024-28	All Services (HR)

CO4. BARRACHD LUCHD-OBACH MOTHACHAIL DON GHÀIDHLIG AGUS LE SGILEAN GÀIDHLIG				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
CA4.3 Trèanadh cànan Trèanadh is leasachadh sgilean Gàidhlig ga thabhann do luchd-obrach, gu h-àraid a thaobh buileachadh air plana Gàidhlig an ùghdarrais ionadail	Tha trèanadh sgilean Gàidhlig, cothroman ionnsachaidh, blasadan is clasaichean, air am faotainn bho 2010. Rè pandamaig Covid, ghluais ionnsachadh air-loidhne agus bha gabhail a' chothruim àrd.	Bheir sinn cothroman ùra do luchd-obrach air Gàidhlig ionnsachadh a' cleachdadh a' chùrsa ùr nàiseanta, Speak Gaelic, agus adhartaichidh sinn Cleachdi.	2023-28	Roinn an Àrd-Oifigeir le Glaschu Beò, Seirbheisean uile
		Meudaichidh sinn ar n-adhartachadh air ionnsachadh na Gàidhlig tro ar sianalan conaltraidh air an taobh a-staigh.	2024-28	Roinn an Àrd-Oifigeir agus Aon Ghlaschu
		Obraichidh sinn le co-obraichean ionnsachaidh is leasachaidh gus cùrsa ionnsachaidh Gàidhlig a ghabhail a-steach air ar n-àrd-ùrlar ionnsachaidh is leasachaidh luchd-obrach, GOLD.	2024-28	

CO4. MORE GAELIC AWARE AND GAELIC SKILLED STAFF				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
CA4.3 Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Gaelic language skills training, learning opportunities, tasters and classes, have been made available to staff since 2010. During the Covid pandemic, learning moved online and take-up was high.	We will provide new opportunities for staff to learn Gaelic using the new national course, Speak Gaelic and also will promote Cleachdi.	2023-28	Chief Executive's Department with Glasgow Life, All Services
		We will revamp and expand the council's Gaelic page and introduce more video content. We will ensure content is refreshed on a regular basis.	2024-28	Chief Executive's Department with Aon Ghlaschu
		We will increase our promotion of Gaelic learning through our internal communication channels.	2024-28	
		We will work with learning and development colleagues to include a Gaelic learning course on our staff learning and development platform, GOLD.	2024-28	

CO4. BARRACHD LUCHD-OBACH MOTHACHAIL DON GHÀIDHLIG AGUS LE SGILEAN GÀIDHLIG				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
CA4.4 Trèanadh mothachaidh Trèanadh mothachaidh don Ghàidhlig ga thabhann do luchd-obrach, le prìomhachas ga thoirt do stiùirichean, buill bùird, comhairlichean agus luchd-obrach a' dèiligeadh gu dìreach ris a' phoball.	Chan eil sinn air a bhith comasach seiseanan Mothachaidh don Ghàidhlig a libhrigeadh, cho tric 's a bha air a phlanadh mar thoradh air cuibhreachaidhean COVID19, ìrean iarrtais nas isle, feumalachdan is cuideaman eile luchd-obrach.	Bidh sinn a' tairgsinn sheiseanan Mothachaidh don Ghàidhlig le solaraidhe bhon taobh a-muigh air-loidhne tro Teams, do luchd-obrach le cothrom air coimpiutair, gus am bi a' mhòr-chuid de luchd-obrach air tilleadh don togalach obrach. Solaraidhidh sinn seiseanan ùra pearsanta de Mothachadh Gàidhlig nuair a thilleas a' mhòr-chuid de luchd-obrach don togalach obrach.	2024-28	Roinn an Àrd-Oifigeir
		Solaraidhidh sinn cùrsa ùr mothachaidh don Ghàidhlig do luchd-obrach, a' cleachdadh an àrd-ùrlar ionnsachaidh is leasachaidh, GOLD.	2025	

CO4. MORE GAELIC AWARE AND GAELIC SKILLED STAFF				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
CA4.4 Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	We have not been able to deliver Gaelic Awareness sessions as often as planned due to COVID19 restrictions, lower levels of demand, other staff needs and pressures.	We will offer Gaelic Awareness sessions with an external provider online via Teams to staff with computer access until the majority of staff have returned to work premises. We will provide new in-person Gaelic Awareness sessions when the majority of staff have returned to work premises.	2024-28	Chief Executive's Department

CO4. BARRACHD LUCHD-OBACH MOTHACHAIL DON GHÀIDHLIG AGUS LE SGILEAN GÀIDHLIG				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
<p>CA4.5 Trusadh</p> <p>Aithne agus spèis a thoirt do sgilean Gàidhlig taobh a-staigh a' phròiseas trusaidh.</p> <p>Gàidhlig air a h-ainmeachadh mar sgil riatanach agus / no ion-mhiannaichte ann an tuairisgeulan obrach, gus am plana Gàidhlig a libhrigeadh ann an co-rèir ri comhairle trusaidh Bhòrd na Gàidhlig.</p> <p>Sanasan obrach dà-chànanach no Gàidhlig a-mhàin le dreuchdan uile far a bheil Gàidhlig na sgil riatanach.</p>	<p>Chan eil na buannachdan nas fharsainghe de thrusadh luchd-obrach le Gàidhlig no sgilean cànan eile, air an aithneachadh sa phròiseas trusaidh.</p> <p>Chan eil aithne ga thoirt do sgilean Gàidhlig ach a thaobh dhreuchdan sònraichte don Ghàidhlig.</p> <p>Chan eil Gàidhlig ainmichte mar sgil riatanach no ion-mhiannaichte ach a-mhàin le dreuchdan sònraichte don Ghàidhlig.</p> <p>Tha sanasan obrach uile don Ghàidhlig mar sgil riatanach, air am foillseachadh gu dà-chànanach.</p>	<p>Solaraidhidh sinn fiosrachadh do thagraichean uile mu ar dleasan mar ùghdarras ionadail, gu aithne agus spèis a thoirt don Ghàidhlig agus sgilean Gàidhlig thagraichean, a dh'aindeoin na dreuchd do an deach tagradh.</p>	2024-28	Seirbheisean uile (HR)
		<p>Cuiridh sinn stiùireadh trusaidh Bhòrd na Gàidhlig an sàs do thrusadh luchd-obrach Gàidhlig (air aithris an seo ceangal an seo).</p>	2024-28	
		<p>Adhartaichidh sinn dreuchdan Gàidhlig riatanach agus Gàidhlig ion-mhiannaichte, gu dà-chànanach.</p>	2024-28	
		<p>Bidh ar roinnean Seirbheis HR a' dèanamh cinnteach gu bheil ar poileasaidh trusaidh do dhreuchdan Gàidhlig riatanach no Gàidhlig ion-mhiannaichte, air adhartachadh 's air gabhail ris gu h-uile-choitcheann.</p>	2024-28	

CO4. MORE GAELIC AWARE AND GAELIC SKILLED STAFF				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
<p>CA4.5 Recruitment</p> <p>Recognising and respecting Gaelic skills within the recruitment process.</p> <p>Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.</p> <p>Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.</p>	<p>The wider benefits of recruiting staff with Gaelic (or other) language skills are not recognised in the recruitment process. Recognition for Gaelic skills is only given for Gaelic-specific posts.</p> <p>Gaelic is named as an essential or desirable skill only in Gaelic-specific posts.</p> <p>All job adverts for Gaelic as an essential skill posts are published bilingually.</p>	<p>We will provide information to all applicants about our responsibilities as a local authority to recognise and respect the Gaelic language and the Gaelic skills of applicants, regardless of the post applied for.</p>	2024-28	All Services (HR)
		<p>We will apply Bòrd na Gàidhlig recruitment guidance for Gaelic staff recruitment.</p>	2024-28	
		<p>We will promote Gaelic-essential and Gaelic-desirable posts bilingually.</p>	2024-28	
		<p>Service HR departments will ensure our recruitment policy for Gaelic essential or Gaelic desirable posts is universally promoted and adopted.</p>	2024-28	

CO5. BARRACHD TAISBEANAIDH DE CHORPAS NA GÀIDHLIG				
Buil Mhiannaichte	Cleachdadh Làithreach	Gnìomhan a Dhith	Ceann-là Targaid	Uallach
CA5.1 Gnàthachas Litreachaidh na Gàidhlig Bidh an Gnàthachas Litreachaidh na Gàidhlig as ùire air a leantainn a thaobh stuthan sgrìobhte uile, air an toirt gu buil leis an ùghdarras ionadail.	Tha sinn a' leantainn an Gnàthachas Litreachaidh na Gàidhlig as ùire nar foillseachaidhean.	Leanaidh sinn air adhart a' cleachdadh a' Ghnàthachas Litreachaidh na Gàidhlig as ùire nar foillseachaidhean.	2024-28	Roinn an Àrd-Oifigeir, Seirbheisean Foghlaim, Glaschu Beò
		Cuiridh sinn iùl goirid a thaobh Gnàthachas Litreachaidh na Gàidhlig san earran Ghàidhlig de phrìomh làrach-lìn na comhairle.	2024-25	
CA5.2 Ainmean Àite Tha comhairle a thaobh ainmean àite Gàidhlig ga shireadh bho Ainmean-Àite na h-Alba.	Dh'fhastaidh sinn Ainmean-Àite na h-Alba gus iùl air ainmean sràide Phartaig a thoirt gu buil airson ath-thriall tràth den Phlana seo, agus tha sinn mothachail don ìre àrd de dh'obair a th' aca.	Cuiridh sinn taic ri Oilthigh Ghlaschu gus Ainmean-àite Gàidhlig Ghlaschu adhartachadh agus ris an Oilthigh is Ainmean-Àite na h-Alba air pròiseactan co-cheangailte eile.	2024-28	Roinn an Àrd-Oifigeir

CO5. MORE EXPRESSION OF GAELIC LANGUAGE CORPUS				
Desired Outcome	Current Practice	Actions Required	Target Date	Responsibility
CA5.1 Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	We follow the most recent Gaelic Orthographic Conventions in our publications.	We will continue to follow the most recent Gaelic Orthographic Conventions in our publications.	2024-28	Chief Executive's Department, Education Services, Glasgow Life
		We will provide a short guide to the Gaelic Orthographic Conventions on the Gaelic section of the council's main website.	2024-25	
CA5.2 Place names Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.	We commissioned Ainmean-Àite na h-Alba to produce a guide to Partick street names for an early iteration of this Plan and are aware of the high standard of work they produce.	We will support the University of Glasgow to promote Glasgow's Gaelic Place-names and with the University and Ainmean-Àite na h-Alba on other associated projects.	2024-28	Chief Executive's Department

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CEANGLAICHEAN RI FRÈAM-OBRACH COILEANAIDH NÀISEANTA

Tha am Frèam-obrach Coileanaidh Nàiseanta airson Alba air fad, agus ag amas air:

- dùthaich nas soirbheachaile a chruthachadh.
- cothroman a thoirt do na h-uile a' còmhnaidh ann an Alba.
- sunnd dhaoine a' còmhnaidh ann an Alba a mheudachadh.
- fàs seasmhach agus in-ghabhalach a chruthachadh.
- neo-ionannachdan a lùghdachadh agus cudromachd cho-ionann a thoirt do dh'adhartas eaconamach, àrainneachdail agus sòisealta.

Tha am frèam-obrach a' mìneachadh bhuilean nàiseanta a tha a' nochdadh luachan agus àrd-amasan slugh Alba, agus co-thaobhaichte ri Amas Leasachaidh Seasmhach nan Nàiseanan Aonaichte, a' cuideachadh le adhartas ann an lùghdachadh neo-ionannachd a leantainn.

Is e na builean nàiseanta gu bheil daoine:

- a' fàs suas gràdhaichte, sàbhailte agus le spèis gus an tuig iad an làn chomais.
- a' còmhnaidh ann an coimhearsnachdan a tha in-ghabhalach, cumhachdaichte, fulangach agus sàbhailte.
- cruthachail agus gu bheil an cultaran beòthail is eadar-mheasgte air an taisbeanadh agus tlachd ga ghabhail

LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The National Performance Framework is for all of Scotland and aims to:

- create a more successful country
- give opportunities to all people living in Scotland
- increase the wellbeing of people living in Scotland
- create sustainable and inclusive growth
- reduce inequalities and give equal importance to economic, environmental and social progress

The framework sets out national outcomes that reflect the values and aspirations of the people of Scotland, are aligned with the United Nations Sustainable Development Goal and help to track progress in reducing inequality.

The national outcomes are that people:

- grow up loved, safe and respected so that they realise their full potential
- live in communities that are inclusive, empowered, resilient and safe
- are creative and their vibrant and diverse cultures are expressed and enjoyed widely



asta.

- le eaconamaidh a tha farpaiseach gu cruinneil, tionnsgaineach, in-ghabhalach agus seasmhach.
- air an deagh oideachadh, sgileil agus comasach air cur ris a' chomann shòisealta.
- a' cur luach air, a' faotainn tlachd às, a' dìon agus a' neartachadh na h-àrainneachd.
- le gnothachasan soirbheachail is ùr-ghnàthach aca, le obraichean brìgheil agus obair chothromach do na h-uile.
- fallain agus gnìomhach.
- a' toirt spèis, a' dìon agus a' coileanadh chòraichean daonna, agus beò ann an saorsainn bho leth-breith.
- fosgarra, co-cheangailte agus a' dèanamh tabhartas dearbhach gu h-eadar-nàiseanta.
- a' dèiligeadh ri bochdainn le bhith a' roinn chothroman, beairteas agus cumhachd ann an dòigh nas cothromaiche.

Tha am frèam-obrach a' tomhas adhartas na h-Alba tro Chomharran Nàiseanta do Chlann is Dhaoine Òga, Coimhearsnachdan, Cultar, Eaconamaidh, Àrainneachd, Obair Choithromach is Gnothachas, Slàinte, Còraichean Daonna, Eadar-nàiseanta is Bochdainn.

Tha feum air tracadh is tomhas nas mionaidiche a thaobh mar a chuidicheas na gealltanasan sa Phlana Ghàidhlig seo leis na builean nàiseanta agus na comharran nàiseanta adhartachadh. Ach, bho rannsachadh an Eaconamaidh Ghàidhlig ann an Glaschu, chì sinn cuid de na dòighean sa bheil obair Ghàidhlig

- have a globally competitive, entrepreneurial, inclusive and sustainable economy
- are well educated, skilled and able to contribute to society
- value, enjoy, protect and enhance their environment
- have thriving and innovative businesses, with quality jobs and fair work for everyone are healthy and active
- respect, protect and fulfil human rights and live free from discrimination
- are open, connected and make a positive contribution internationally
- tackle poverty by sharing opportunities, wealth and power more equally

The framework measures Scotland's progress through National Indicators for Children and Young People, Communities, Culture, Economy, Education, Environment, Fair work & Business, Health, Human Rights, International and Poverty.

More detailed tracking and measurement is required on how the commitments in this Gaelic Language Plan can help advance the national outcomes and national indicators. However, from the Gaelic Economy in Glasgow research we can see some of the ways in which Glasgow City Council's Gaelic work

Comhairle Baile Ghlaschu a' cur ris an Fhrèam-obrach Coileanadh Nàiseanta.

- Tha sgoiltean Gàidhlig nan àrainneachdan gràdhach, sàbhailte agus spèiseil do chlann agus dhaoine òga airson an làn chomais a choileanadh.
- Tha foghlam Gàidhlig, ionnsachadh is gnìomhachdan cultarach in-ghabhalach, eadar-mheasgte agus tarraingeach do na h-uile.
- Tha coileanadh luchd-fàgail bho Sgoil Ghàidhlig Ghlaschu nas fheàrr na sgoiltean coimeasach air feadh Alba agus tha an ìre de chinn-uidhe do luchd-fàgail glè àrd.
- Tha ìrean nas àirde de theisteanasan is sgilean bho dhaoine le Gàidhlig a' cur gu cudromach ri obair chàileachdail, iomairt agus togail saidhbhreas coimhearsnachd.
- Tha meadhanan Gàidhlig, foghlam, gnìomhachdan cultarach a' cur taic ri raon a tha a' fàs de dh'obraichean is iomairtean càileachdail seasmhach.
- Tha tachartasan le ceangal Gàidhlig mar Celtic Connections, Piping Live, Farpaisean Pìobaireachd na Cruinne agus fèisean Gàidhlig is tachartasan a' tàladh luchd-tadhail eadar-nàiseanta a Ghlaschu.
- Dh'aithris mòran daoine gun robh Gàidhlig na prìomh eileamaid do mhòran luchd-tadhail eadar-nàiseanta agus gun robh Gàidhlig ag àrdachadh an turais.
- Tha ùidh agus tlachd gnìomhach shaoranaich anns an àrainneachd nàdarra air àrdachadh tro ionnsachadh

contributes to the National Performance Framework.

- Gaelic schools are loving, safe and respectful environments for children and young people to realise their full potential
- Gaelic education, learning and cultural activities are inclusive, diverse and attractive to all
- The performance of school leavers from the Glasgow Gaelic Secondary School is better than comparative schools across Scotland and the level of positive destinations for leavers is very high
- Higher levels of qualifications and skills from people with Gaelic contribute significantly to quality work, enterprise and community wealth building
- Gaelic media, education, cultural activities support a growing range of quality, sustainable jobs and enterprises
- Events with a Gaelic connection including Celtic Connections, Piping Live, World Pipe Band Championships and other Gaelic festivals and events attract international visitors to Glasgow
- Many people reported that Gaelic was a key element for many international visitors and that Gaelic enhanced their visit
- Active citizens' interest and enjoyment of the natural environment is enhanced through learning Gaelic placenames

air ainmean-àite Gàidhlig.

- Tha reataichean nas àirde de ghnìomhachd ann an spòrs, ceòl, ealain agus gnìomhaidhean cultarach san sgoil agus sna meadhanan is obair chultarach.
- Tha àireamhan àrda ag aithris bhuidhean mòra/cuibheasach na Gàidhlig air an fheabhas na slàinte inntinn agus sunnd agus air an toileachas.
- Tha GME agus ionnsachadh inbheach air a libhrigeadh ann agus tarsainn sgìrean bochda, do choimhearsnachdan BAME agus sluagh-thomhas àiteachan eile.
- Tha GME agus mòran chothroman is stòrasan cultarach is dualchais ruigsinneach do na h-uile air feadh Ghlaschu, a dh'aindeoin teachd-a-steach.
- Tha tachartasan is fèisean Gàidhlig a' ginteadh ùidh ionadail is eadar-nàiseanta ann am baile-mòr os-nàiseanta, in-ghabhalach is cruthachail.
- Tha àireamhan glè àrd ag aithris bhuidhean mòra/cuibheasach na Gàidhlig air ùidh agus pròis mheudaichte ann an Alba agus faireachdainn nas motha de an dearbh-aithne fhèin.
- There are higher rates of activity in sports, music, arts and cultural performances at school and in the media and cultural work
- High numbers report major/moderate impacts of Gaelic on their improved mental health and wellbeing and on increased happiness
- GME and adult learning is delivered in and across areas of deprivation, for BAME communities, and other demographics
- GME and many cultural and heritage opportunities and assets are accessible to all across Glasgow regardless of income
- Gaelic events and festivals generate home and international interest in a cosmopolitan, inclusive, creative city
- Very high numbers report major/moderate impacts of Gaelic on an increased interest and pride in Scotland and a greater sense of their own identity

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CEANGLAICHEAN RI PLANA RO-INNLEACHDAIL NA COMHAIRLE 2022 gu 2027

Tha Plana Ro-innleachdail na Comhairle 2022 gu 2027 a' nochdadh nam prìomhachsan is dùbhlain poilitigeach do Ghlaschu thar nan còig bliadhna ri teachd.

Tha ceithir Prìomh Dhùbhlain air an comharrachadh:

1. Bochdainn is neo-ionannachd a lùghdachadh nar coimhearsnachdan.
2. Cothrom is soirbheachadh a mheudachadh do ar saoranaich uile.
3. Dèiligeadh ri cùis-èiginn gnàth-shìde ann an Eadar-ghluasad Cothromach gu baile Ghlaschu le Neoini Iomlan.
4. Luchd-obrach a chomasachadh gu seirbheisean deatamach a libhrigeadh ann an dòigh sheasmhach, ùr-ghnàthach agus èifeachdach.

Do gach Phrìomh Dhùbhlain tha Miseanan agus Gealltanasan. Tha am Plana Ro-innleachdail ag aithris "Is e iomairtean a th' ann am Miseanan a tha a' sireadh ri dèiligeadh le Prìomh Dhùbhlain le bhith a' cur air adhart fuasglaidhean nìtheil; agus a' cumail stiùir shoilleir, thomhaiseil, cheann-amail agus fhìor-riochdail. Bidh na Gealltanasan a' dèanamh suas pàirt den fhrèam-obrach a tha a' stiùireadh coileanadh, air a leasachadh le Comataidh Sgrùdaidh Coileanadh is Libhrigeadh Gnìomhachdail".

LINKS TO THE COUNCIL'S STRATEGIC PLAN 2022 TO 2027

The Council's Strategic Plan 2022 to 2027 reflects the political priorities and challenges for Glasgow over the next five years.

Four Grand Challenges have been identified:

1. Reduce poverty and inequality in our communities
2. Increase opportunity and prosperity for all our citizens
3. Fight the climate emergency in a just Transition to a Net Zero Glasgow
4. Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities

For each Grand Challenge there are Missions and Commitments. The Strategic Plan states that "Missions are initiatives which seek to address the Grand Challenges by putting forward concrete solutions; while also maintaining a clear, measurable, time-bound and realistic direction. The Commitments will form part of the performance management framework developed by the Operational Performance and Delivery Scrutiny Committee".

Tha Misean 4 (Cur taic ri Glaschu gu bhith na bhaile-mòr a tha gnìomhach is beòthail gu cultarach) de Phrìomh Dhùbhlán a h-Aon (Lùghdaich bochdainn agus neo-ionannachd nar Coimhearsnachdan) a' toirt iomradh dìreach air Plana Gàidhlig na comhairle le Gealltanas "Am Plana Gàidhlig 2023-2028 aontachadh agus a bhuileachadh".

Thar raon-ama a' Phlana seo, gabhaidh sinn os làimh an Gealltanas sin a libhrigeadh, agus ar seirbheisean Gàidhlig agus a' bhuidhe aca air frèam-obrach stiùiridh coileanadh, a mhpadh.

Mission 4 (Support Glasgow to be a city that is active and culturally vibrant) of Grand Challenge One (Reduce poverty and inequality in our Communities) refers directly to the council's Gaelic Language Plan with a Commitment to "Agree and implement the Plana Gàidhlig 2023-2028".

Over the timescale of this Plan, we will undertake to deliver on that Commitment and to map our Gaelic services and their impact to the performance management framework.



FOILLSEACHADH

FOILLSEACHADH IS FOLLAISEACHADH A' PHLANA

A-STAIGH

Bidh an dreach (co-chomhairleachadh) agus an tionndadh aontachaidh den Phlana seo air fhoillseachadh gu dà-chànanach air làrach-lìn na comhairle agus Ghlaschu Beò, agus cuideachd tro àrd-ùrlaran mheadhanan sòisealta na comhairle agus Ghlaschu Beò. Bidh cothroman air Gàidhlig ionnsachadh agus sgilean Gàidhlig a chleachdadh, còmhla ri fiosrachadh mu sgrùdadh bliadhna air sgilean luchd-obrach agus clasaichean luchd-obrach, air an adhartachadh tro fhiosan gu luchd-obrach air an taobh a-staigh.

A-MUIGH

Bidh Plana Gàidhlig 2023 gu 2028 Comhairle Baile Ghlaschu air fhoillseachadh ann an Gàidhlig is Beurla air làrach-lìn na comhairle agus làrach-lìn Ghlaschu Beò. A thuilleadh air sin, bidh sinn:-

- sgaoileadh brath naidheachd dà-chànanach ag ainmeachadh a' phlana.
- foillseachadh a' phlana tro mheasgachadh de dh'àrd-ùrlaran mheadhanan sòisealta.
- sgaoileadh lethbhreacan gu buidhnean air astar agus buidhnean treas-phàrtaidh eile, a' mìneachadh na dreuchd aca ann an libhrigeadh a' phlana.
- sgaoileadh lethbhreacan den phlana gu prìomh luchd-ùidhe anns na h-earrannan poblach, prìobhaideach agus treas earrann.

PUBLICATION

PUBLISHING AND PUBLICISING THE PLAN

INTERNAL

The draft (consultation) and approval versions of this Plan will be published bilingually on the council's and Glasgow Life's website and also through the council's and Glasgow Life's social media platforms. Opportunities to learn Gaelic and to use Gaelic skills, also information on the annual staff skills audit and staff classes, will be promoted via internal staff announcements.

EXTERNAL

Glasgow City Council's 2023 to 2028 Gaelic Language Plan will be published in Gaelic and in English on the council's website and also on Glasgow Life's website. In addition, we will:-

- issue a bilingual press release announcing the plan
- publicise the plan through a variety of social media platforms
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan
- distribute copies of the plan to key stakeholders in the public, private and third sectors

- sgaoileadh lethbhreacan den phlana gu buidhnean Gàidhlig buntainneach agus buidhnean eile le ùidh.
- Lethbhreacan pàipeir rim faotain le an iarraidh.
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies
- make hard copies available on request

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GOIREASACHADH A' PHLANA

Bidh Comhairle Baile Ghlaschu a' coinneachadh ri luchd-obrach agus riatanasan ghoireasan ionmhasail don Phlana seo bho na buidseatan a th' againn gu làithreach. Ma bhios taic a bharrachd a dhìth, cuiridh sinn tagraidhean maoinachaidh gu luchd-maoineachaidh air an taobh a-muigh mar a dh'fheumar.

RESOURCING THE PLAN

Glasgow City Council will meet the staff and financial resource requirements for this Plan from our existing budgets. If any additional support is required, we will make funding applications to external funders as and when required.

SGRÙDADH A' PHLANA

Thèid am Plana a sgrùdadh agus ath-sgrùdadh air bhunait ràitheil le Buidheann nan Oifigearan Gàidhlig / Buidheann Buileachaidh Plana Gàidhlig. Cuiridh sinn air adhart aithisg bhliadhnail chun na Sgioba Stiùiridh Chorporra agus gu buill thaghte, agus cuiridh sinn aithisg adhartais bhliadhnail gu Bòrd na Gàidhlig. Foillsichidh sinn aithisg Bhòrd na Gàidhlig air làrach-lìn na comhairle agus leanaidh sinn air adhart a' gabhail a-steach obair Fòram Gàidhlig Ghlaschu Beò taobh a-staigh raon-dleastanais Buidheann nan Oifigearan Gàidhlig.

MONITORING THE PLAN

The Plan will be monitored and reviewed on a quarterly basis by the Gaelic Officers Group / Gaelic Plan Implementation Group. We will provide an annual report to the Corporate Management Team and to elected members, and we will provide an annual progress report to Bòrd na Gàidhlig. We will publish Bòrd na Gàidhlig's report on the council's website and we will continue to include the work of the Glasgow Life Gaelic Forum within the remit of the Gaelic Officers Group.

DLEASTANASAN A' PHLANA GHÀIDHLIG

UALLACH IOMLAN DON PHLANA

Tha uallach iomlan air an Àrd-Oifigear airson Plana Gàidhlig Comhairle Baile Ghlaschu ullachadh, a libhrigeadh agus a sgrùdadh, agus faodar fios a chur mar a leanas:-

Annemarie O' Donnell
Àrd-Oifigear
Comhairle Baile Ghlaschu
Seòmraichean a' Bhaile
Ceàrnag Sheòrais
Glaschu G2 1DU

annemarie.odonnell@glasgow.gov.uk

UALLACH A' PHLANA BHO LATHA GU LATHA

Tha uallach bho latha gu latha air an Oifigear Leasachaidh Gàidhlig airson Plana Gàidhlig Comhairle Baile Ghlaschu a libhrigeadh agus a sgrùdadh. Bu chòir ceistean mu obrachadh a' phlana a chur gu:

Dòmhnall Mac a' Phì
Oifigear Leasachaidh Gàidhlig
Roinn an Àrd-Oifigeir
Comhairle Baile Ghlaschu
Seòmraichean a' Bhaile
Ceàrnag Sheòrais
Glaschu G2 1DU

Tel: 0141 287 5940
donald.macphee@glasgow.gov.uk

GAELIC LANGUAGE PLAN RESPONSIBILITIES

OVERALL RESPONSIBILITY FOR THE PLAN

The Chief Executive has overall responsibility for preparation, delivery and monitoring of Glasgow City Council's Gaelic Language Plan and can be contacted as follows: -

Annemarie O' Donnell
Chief Executive
Glasgow City Council
City Chambers,
George Square,
Glasgow G2 1DU

annemarie.odonnell@glasgow.gov.uk

DAY-TO-DAY RESPONSIBILITY FOR THE PLAN

The Gaelic Development Officer has day-to-day responsibility for the delivery and monitoring of Glasgow City Council's Gaelic Language Plan. Queries regarding the operation of the plan should be addressed to:

Donald MacPhee
Gaelic Development Officer
Chief Executive's Department
Glasgow City Council
City Chambers,
George Square,
Glasgow G2 1DU

Tel: 0141 287 5940
donald.macphee@glasgow.gov.uk

LUCHD-CONALTRAIDH EILE DON PHLANA

Cormac Quinn
 Manaidsear Poileasaidh Corporra
 Roinn an Àrd-Oifigeir
 Comhairle Baile Ghlaschu
 Seòmraichean a' Bhaile,
 Ceàrnag Sheòrais,
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OTHER CONTACTS FOR THE PLAN

Cormac Quinn
 Corporate Policy Manager
 Chief Executive's Department
 Glasgow City Council
 City Chambers,
 George Square,
 Glasgow G2 1DU

Tel: 0141 287 3625
cormac.quinn@glasgow.gov.uk

BUIDHEANN SGRÙDAIDH IS BUILEACHAIDH PHLANAICHEAN GÀIDHLIG

Tha Buidheann nan Oifigearan Gàidhlig, leis an Oifigear Leasachaidh Gàidhlig sa chathair, air a bhith an làthair bho 2009. Tha e air a bhith cunntachail airson nan trì Planaichean Gàidhlig roimhe seo do Chomhairle Baile Ghlaschu a leasachadh, a bhuileachadh agus a sgrùdadh. Tha Roinn an Àrd-Oifigeir, Seirbheisean Foghlaim agus Glaschu Beò air a bhith air an riochdachadh an-còmhnaidh. Tha ballrachd làithreach cuideachd a' gabhail a-steach riochdairean bho Sheirbheisean Nàbaidheachdan, Ath-nuadhachadh agus Seasmhachd agus Com-pàirteachas Slàinte is Cùram Sòisealta Ghlaschu. Tro bheatha a' Phlana seo, bidh sinn a' sireadh bhall bho Sheirbheisean fo-riochdaichte, roinnean agus sgiobaidhean.

CONALTRADH LE LUCHD-OBRACH

Bidh Buidheann nan Oifigearan Gàidhlig a' conaltradh ri co-obraichean taobh a-staigh an raointean seirbheis fa leth mar phàirt de an uallach airson libhrigeadh a' phlana a sgrùdadh. Mar an ceudna, bidh iad gam fiosrachadh mu leasachaidhean is mu chothroman eile air a bhith an sàs ann an leasachaidhean Gàidhlig, leithid sgrùdadh sgilean luchd-obrach agus clasaichean ionnsachaidh Gàidhlig. Thèid am Plana aontaichte fhoillseachadh air làrach-lìn na comhairle agus adhartachadh tro shianalan conaltraidh air an taobh a-staigh.

GAELIC LANGUAGE PLAN IMPLEMENTATION AND MONITORING GROUP

The Gaelic Officers' Group, chaired by the Gaelic Development Officer, has existed since 2010. It has been responsible for the development, implementation and monitoring of all three previous Gaelic Language Plans from Glasgow City Council. The Chief Executive's Department, Education Services and Glasgow Life have always been represented. Current membership also includes representatives from Neighbourhoods, Regeneration and Sustainability Services and the Glasgow Health and Social Care Partnership. For the duration of this Plan, we will seek new members from under-represented Services, departments and teams.

ENGAGING WITH STAFF

The Gaelic Officers' Group will engage with colleagues within their respective service areas as part of their responsibility for the monitoring of delivery. Likewise, they will inform them of other developments and opportunities to be involved in Gaelic developments, such as staff skills audit and Gaelic learning classes. The approved Plan will be publicised on the council's website and promoted through internal communication channels.

BUIDHNEAN AIR ASTAR AGUS TREAS PHÀRTAIDHEAN

Tha Glaschu Beò, am buidheann air astar as motha aig a' chomhairle, an sàs mar-thà ann an leasachadh agus libhrigeadh sheirbheisean Gàidhlig agus leanaidh sin tro bheatha an ath Phlana. Comharraichidh sinn dòighean air ar seirbheisean Gàidhlig adhartachadh do bhuidhnean treas phàrtaidh eile agus brosnachidh sinn iad gu seirbheisean Gàidhlig iomchaidh a sholarachadh taobh a-staigh an comais libhrigidh.

ARM'S LENGTH ORGANISATIONS AND THIRD PARTIES

The council's largest arm's length organisation Glasgow Life is already engaged in the development and delivery of Gaelic services and that will continue throughout the duration of the next Plan. We will identify ways of promoting our Gaelic services to other third party organisations and encourage them to provide appropriate Gaelic services within their scope of delivery.

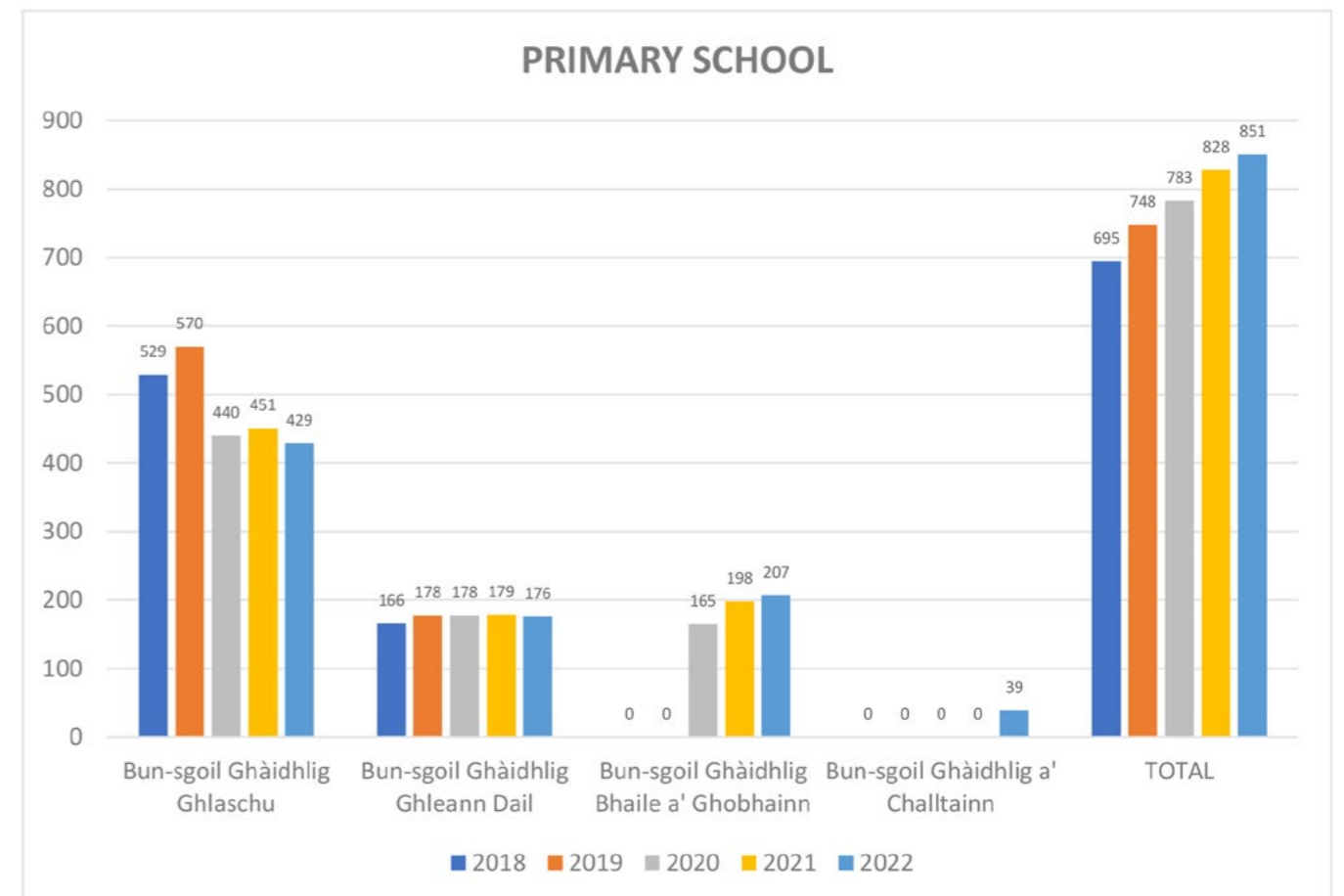
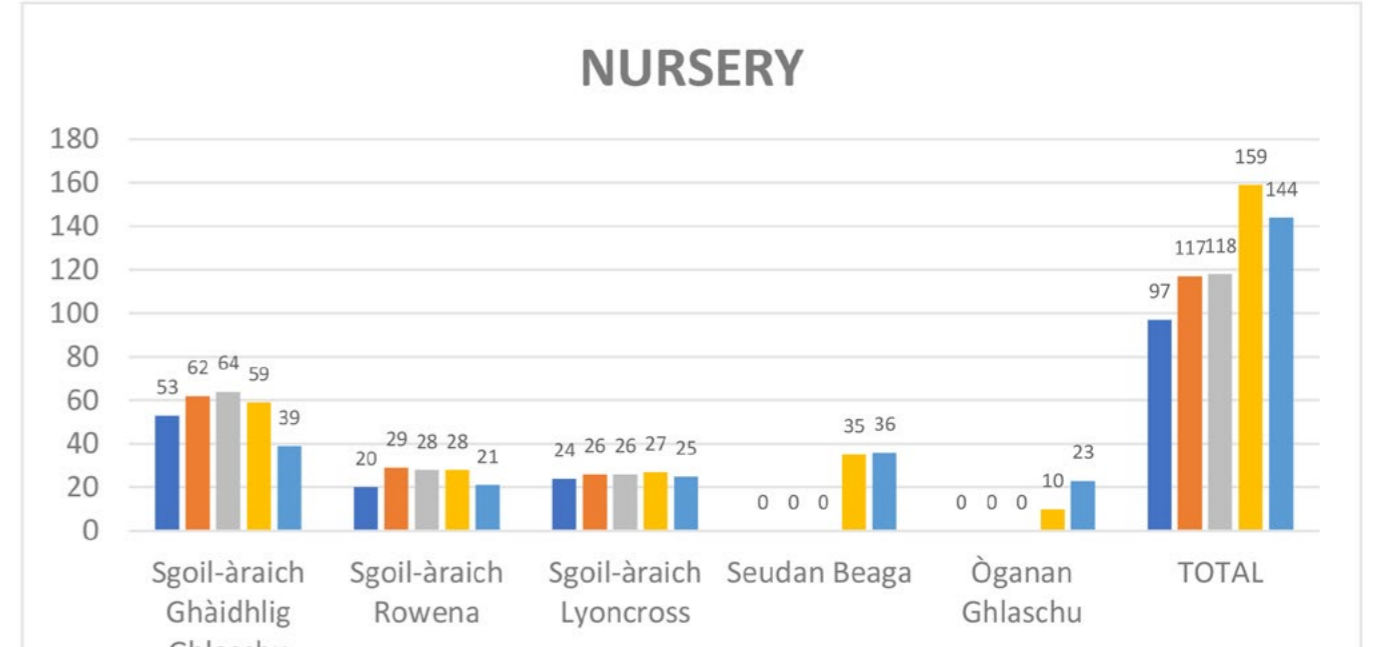


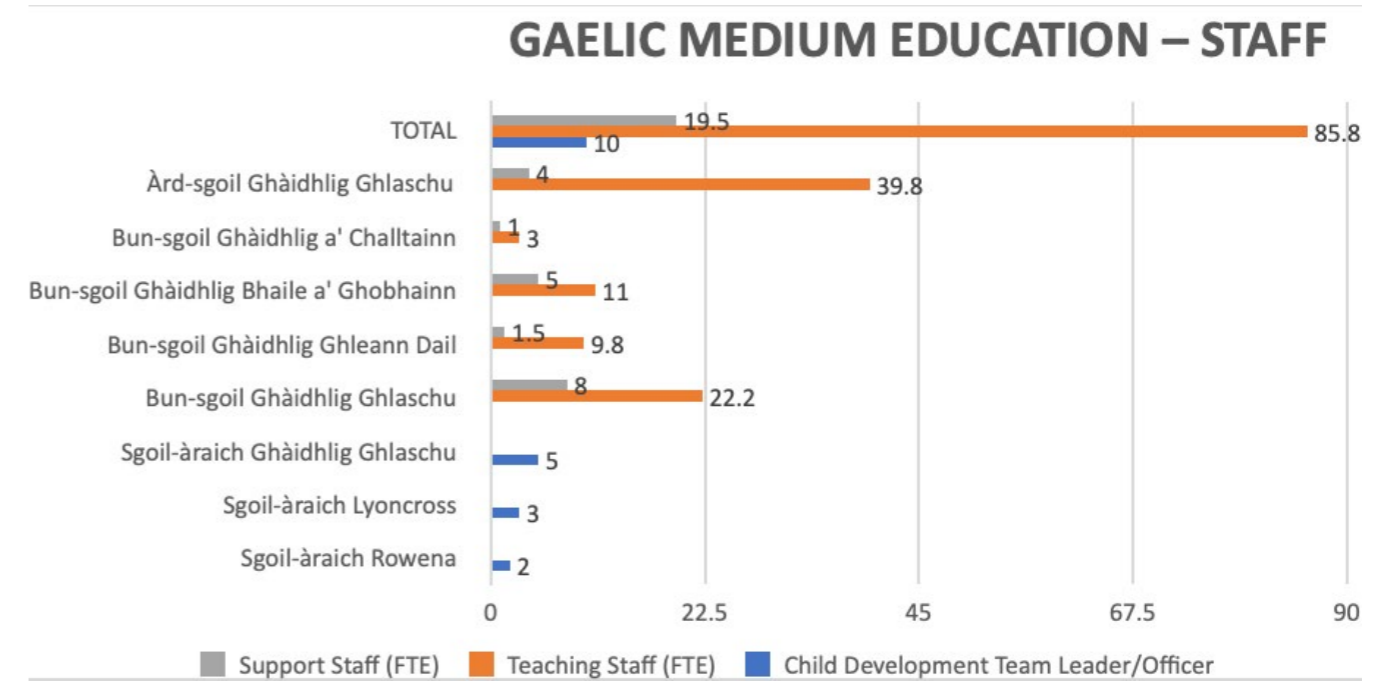
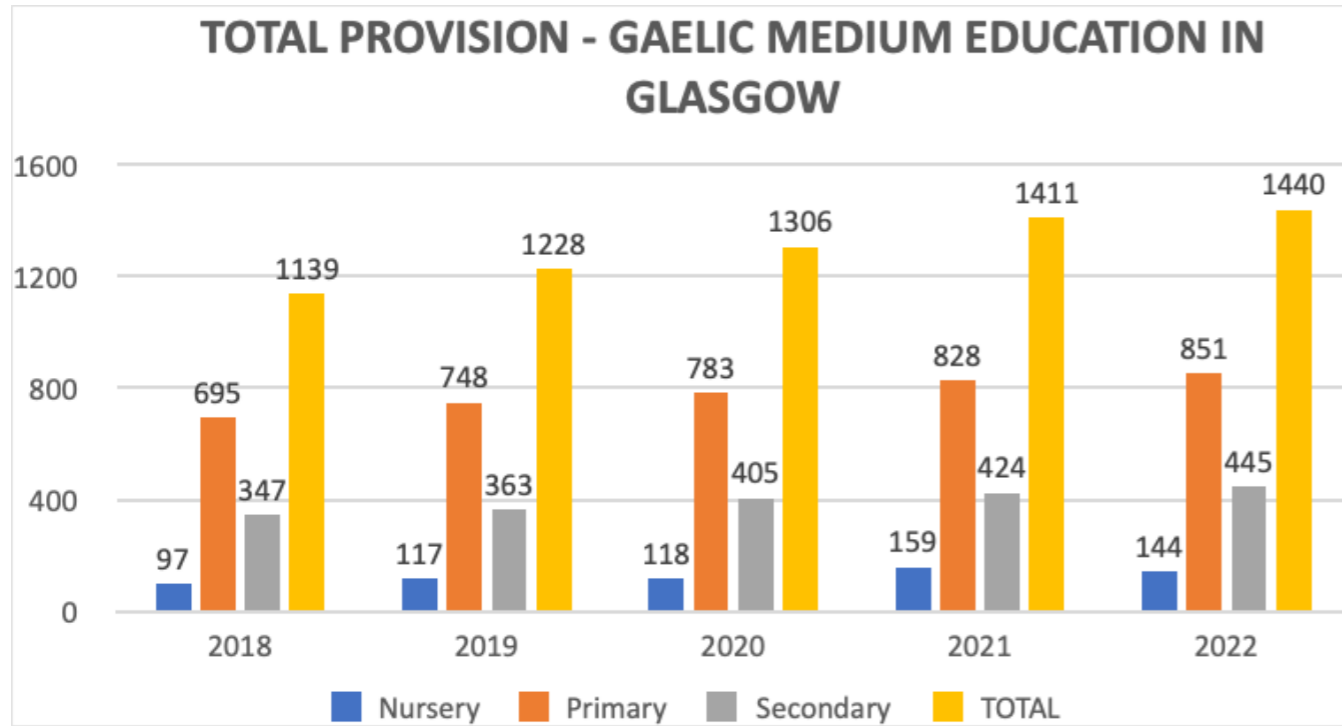
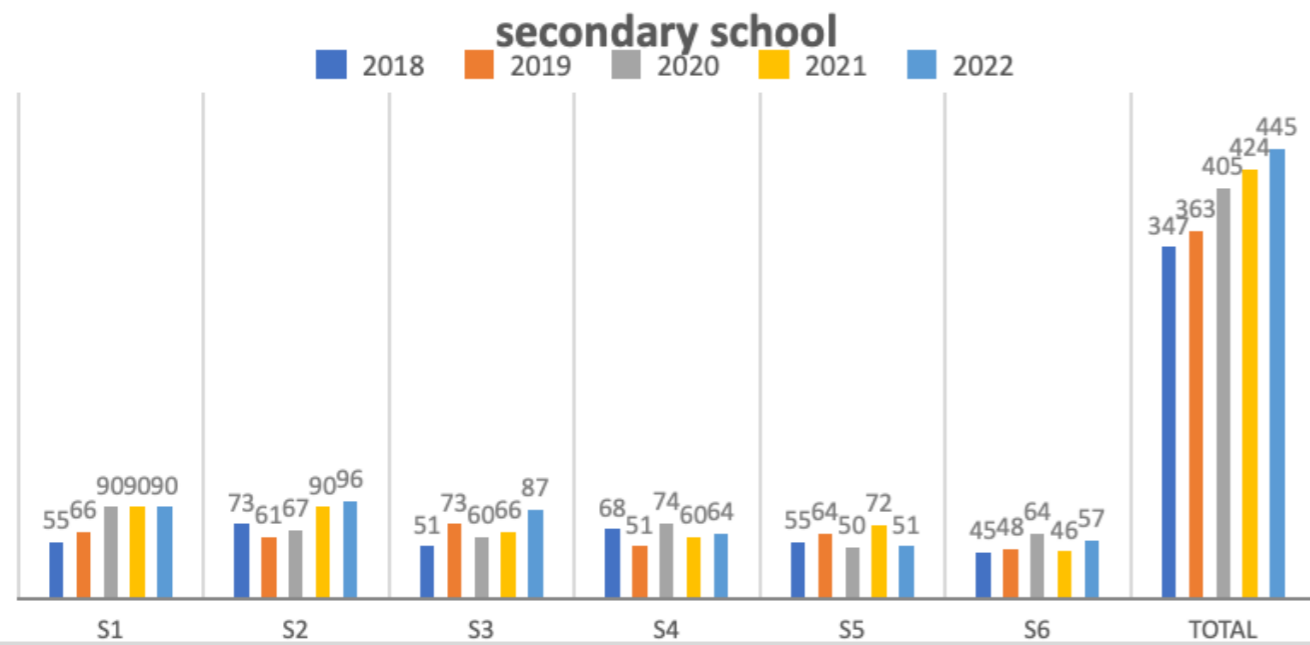
EÀRR-RÀDH

CLÀR SGOILE – FOGHLAM TRO MHEADHAN NA GÀIDHLIG ANN AN GLASCHU

APPENDIX

SCHOOL ROLLS - GLASGOW GAELIC MEDIUM EDUCATION





2 EÀRR-RÀDH

Buidhnean an sàs air dhòigh air choreigin ann an seirbheis libhrigidh / taic ann an Glaschu.

- Glaschu Beò – Diofar sheirbheisean a' gabhail a-steach ionnsachadh coimhearsnachd do dh'inbhich agus do dhaoine òga, Ro-innleachd nan Ealain Ghàidhlig, seirbheisean Gàidhlig ann an taighean-tasgaidh, leabharlannan agus spòrs, agus Celtic Connections.
- Oilthigh Ghlaschu – Cùrsaichean ìre ceum ann an Gàidhlig
- Oilthigh Shrath Chluaidh – Trèanadh thidsearan Gàidhlig
- Colaiste Cheilbhinn Ghlaschu – Cùrsaichean ionnsachaidh Gàidhlig gu SCQF ìre 5
- An Lòchran – Adhartachadh ealain is cultar Gàidhlig
- Theatre gu Leòr – Companaidh theatar co-aimsireil Gàidhlig
- Comhairle nan Leabhraichean – Am buidheann stiùiridh airson litreachas Gàidhlig ann an Alba
- Comunn na Gàidhlig – Cruthachadh chothroman do dhaoine òga
- An Comunn Gàidhealach / Comataidh Mòd Ghlaschu – Eagraiche Mòd Ionadail Ghlaschu
- Fèis Ghàidhlig Ghlaschu – Libhrigeadh bhùithtean-obrach ciùil is ealain
- MG ALBA / Film G – Farpais dèanamh fhilmichean Gàidhlig – seirbheis dhuaisean air aoigheachd bho Ghlaschu
- Ceòl is Craic – Ionad sòisealta airson cultar Gàidhlig

APPENDIX

Organisations involved in some form of Gaelic service delivery / support in Glasgow

- Glasgow Life – various services including community learning for adults and young people, the Gaelic Arts Strategy, Gaelic services in museums, libraries and sport, and Celtic Connections
- University of Glasgow – Gaelic degree level courses
- University of Strathclyde - Gaelic teacher training
- Glasgow Kelvin College – Gaelic learning courses to SCQF level 5
- An Lòchran – Promotion of Gaelic arts and culture
- Theatre gu Leòr – Contemporary Gaelic theatre company
- Comhairle Nan Leabhraichean - The lead organisation for Gaelic literature in Scotland
- Comunn na Gàidhlig – Creating opportunities for young people
- An Comunn Gàidhealach / Mòd Ghlaschu Committee – Organiser of Glasgow's Local Mod
- Fèis Ghàidhlig Ghlaschu – Delivery of Gaelic music and arts workshops
- MG ALBA / Film G - Gaelic film making competition – awards ceremony hosted on Glasgow
- Ceòl is Craic – Social hub for Gaelic culture

- An Comunn Oiseanach – Comann Gàidhlig Oilthigh Ghlaschu
- Taigh na Gàidhlig – Prògram còmhnaidheachd do dh'oileanaich Ghàidhlig
- Spòrs Ghlaschu – Adhartachadh spòrs tro mheadhan na Gàidhlig
- Riaghaltas na h-Alba
- Bòrd na Gàidhlig
- Ùghdarras Theisteanas na h-Alba
- Foghlam Alba
- Nàdar Alba / Dualchas Nàdair Alba
- Leasachadh Sgilean na h-Alba
- Visitscotland
- Leabharlann Nàiseanta na h-Alba
- Iomairt Alba

- An Comunn Oiseanach – Glasgow University's Gaelic society
- Taigh na Gàidhlig – Gaelic student residential programme
- Spòrs Ghlaschu – Promotion of sport through the medium of Gaelic
- Scottish Government
- Bòrd na Gàidhlig
- Scottish Qualifications Authority
- Education Scotland
- NatureScot / Scottish Natural Heritage
- Skills Development Scotland
- Visitscotland
- National Library of Scotland
- Scottish Enterprise

EÀRR-RÀDH

SUIRBHIDH SGILEAN GÀIDHLIG LUCHD-OBACH 2022

EÒLAS GÀIDHLIG

1. An aithne dhut neach aig a bheil Gàidhlig na h-Alba?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	'S aithne	60.39%	186
2	Chan aithne	39.61%	122

EÒLAS LUCHD-LABHAIRT GÀIDHLIG

2. A bheil an luchd-labhairt as aithne dhut? (Tagh gach aon a tha buntainneach)			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Nad theaghlach	32.80%	61
2	Càirdean eile	27.96%	52
3	Caraidean	65.59%	122
4	Co-obraichean	39.25%	73
5	Eòlaichean	37.10%	69
6	Eile (sònraich le do thoil):	5.91%	11

COMAS GÀIDHLIG

3. An urrainn dhut gu pearsanta Gàidhlig a thuigsinn, a labhairt, a leughadh, a sgrìobhadh no a bheil thu ag ionnsachadh? (Tagh gach aon a tha buntainneach)			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Tuigsinn Gàidhlig labhairte	18.51%	57
2	Labhairt Gàidhlig	15.26%	47
3	Leughadh Gàidhlig	17.21%	53
4	Sgrìobhadh Gàidhlig	13.96%	43
5	Ionnsachadh Gàidhlig	22.73%	70
6	Chan urrainn gin dhiubh	64.94%	200

APPENDIX

2022 STAFF GAELIC SKILLS SURVEY

GAELIC KNOWLEDGE

1. Do you know anyone who speaks Scottish Gaelic?			
Answer Choices		Response Percent	Response Total
1	Yes	60.39%	186
2	No	39.61%	122

KNOWLEDGE OF GAELIC SPEAKERS

2. Are the Gaelic speakers you know: (Please select all that apply)			
Answer Choices		Response Percent	Response Total
1	Immediate family	32.80%	61
2	Other relatives	27.96%	52
3	Friends	65.59%	122
4	Work colleagues	39.25%	73
5	Acquaintances	37.10%	69
6	Other (please specify):	5.91%	11

GAELIC ABILITY

3. Can you personally, understand, speak, read, write or are learning Gaelic? (Please select all that apply)			
Answer Choices		Response Percent	Response Total
1	Understand spoken Gaelic	18.51%	57
2	Speak Gaelic	15.26%	47
3	Read Gaelic	17.21%	53
4	Write Gaelic	13.96%	43
5	Learning Gaelic	22.73%	70
6	None of the above	64.94%	200

FILEANTACHD

4. Ciamar a dhèanadh tu iomradh air do sgilean Gàidhlig anns gach raon a leanas?					
Roghainnean freagairt	Neach-tòiseachaidh	Ìre Bhunaiteach	Eadar-mheadhanach	Adhartach	Freagairtean lomlan
Tuigsinn Gàidhlig labhairte	34.69% 34	21.43% 21	21.43% 21	22.45% 22	98
Labhairt Gàidhlig	35.42% 34	26.04% 25	21.88% 21	16.67% 16	96
Leughadh Gàidhlig	34.74% 33	26.32% 25	23.16% 22	15.79% 15	95
Sgrìobhadh Gàidhlig	41.94% 39	25.81% 24	18.28% 17	13.98% 13	93

5. Ciamar a dhèanadh tu iomradh air do mhisneachd ann an cleachdadh Gàidhlig, nuair a tha thu a' labhairt ri?					
Roghainnean freagairt	Glè mhisneachail	Meadhanach misneachail	Chan eil idir misneachail	Neo-bhuntainneach	Freagairtean lomlan
Teaghlach	26.80% 26	17.53% 17	29.90% 29	25.77% 25	97
Càirdean eile	23.16% 22	18.95% 18	31.58% 30	26.32% 25	95
Caraidean	19.79% 19	30.21% 29	42.71% 41	7.29% 7	96
Co-obraichean	16.84% 16	20.00% 19	51.58% 49	11.58% 11	95
Eòlaichean	19.15% 18	20.21% 19	48.94% 46	11.70% 11	94
Cuideigin nach fhaca tu roimhe	13.98% 13	22.58% 21	55.91% 52	7.53% 7	93

6. Càite an cleachdadh tu Gàidhlig gu h-àbhaisteach? (Tagh gach aon a tha buntainneach)				
Roghainnean freagairt	Freagairt sa cheud	Freagairtean lomlan		
1 Dachaigh	50.51%	50		
2 Obair	38.38%	38		
3 Cruinneachaidhean sòisealta	40.40%	40		
4 Meadhanan Gàidhlig – air rèidio no TBh	45.45%	45		
5 San taigh-seinnse	21.21%	21		
6 Ann an clas Gàidhlig	50.51%	50		
7 Tachartasan cultarach	26.26%	26		
8 Làrach-lìn, meadhanan sòisealta, apan	41.41%	41		
9 Eaglais / àite adhruidh	8.08%	8		
10 Eile (sònraich):	20.20%	20		

FLUENCY

4. How would you describe your Gaelic language skills in each of the following areas?					
Answer Choices	Beginner	Basic Level	Intermediate	Advanced	Response Total
Understand spoken Gaelic	34.69% 34	21.43% 21	21.43% 21	22.45% 22	98
Speaking Gaelic	35.42% 34	26.04% 25	21.88% 21	16.67% 16	96
Reading Gaelic	34.74% 33	26.32% 25	23.16% 22	15.79% 15	95
Writing Gaelic	41.94% 39	25.81% 24	18.28% 17	13.98% 13	93

5. How would you describe your confidence in using Gaelic, when speaking to?					
Answer Choices	Very confident	Fairly confident	Not confident	Not applicable	Response Total
Immediate family	26.80% 26	17.53% 17	29.90% 29	25.77% 25	97
Other relatives	23.16% 22	18.95% 18	31.58% 30	26.32% 25	95
Friends	19.79% 19	30.21% 29	42.71% 41	7.29% 7	96
Work colleagues	16.84% 16	20.00% 19	51.58% 49	11.58% 11	95
Acquaintances	19.15% 18	20.21% 19	48.94% 46	11.70% 11	94
Someone you have never met before	13.98% 13	22.58% 21	55.91% 52	7.53% 7	93

6. Where would you normally use Gaelic? (Please select all that apply)				
Answer Choices	Response Percent	Response Total		
1 Home	50.51%	50		
2 Work	38.38%	38		
3 Social gatherings	40.40%	40		
4 Gaelic media – on the radio or TV	45.45%	45		
5 In the pub	21.21%	21		
6 In a Gaelic class	50.51%	50		
7 Cultural events	26.26%	26		
8 Website, social media, apps	41.41%	41		
9 Church/place of worship	8.08%	8		
10 Other (please specify):	20.20%	20		

BEACHDAN AGUS MOTHACHADH

7. A bheil thu mothachail do dhealas Comhairle Baile Ghlaschu don Ghàidhlig mar a tha minichte anns a' Phlana Gàidhlig làithreach 2018 – 2022?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Tha	54.26%	153
2	Chan eil	37.59%	106
3	Chan eil fios agam/ cuimhne agam	8.16%	23

8. A bheil do dhreuchd a' cur ri leasachadh no adhartachadh air a' Ghàidhlig ann an Glaschu?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Tha – dìreach (tha mo raon-dleastanais co-cheangailte ri cànan na Gàidhlig a-mhàin)	6.41%	18
2	Tha – neo-dhireach (tha cuid de mo raon-dleastanais a' gabhail a-steach gnìomhachd Ghàidhlig)	8.90%	25
3	Chan eil tabhartas sam bith	67.26%	189
4	Chan eil idir ach ùidh ann an Gàidhlig a ghabhail a-steach nam raon-dleastanais no pròiseactan.	16.01%	45
5	Eile (sònraich):	1.42%	4

9. Tron t-seachdain obrach agad, dè cho tric 's a tha thu a' conaltradh ann an Gàidhlig?						
Roghainnean freagairt	Gach latha	Gach dàrna latha	Uair san t-seachdain	Nas ainneimh	Chan eil idir	Freagairtean lomlan
Labhairte	10.36% 29	2.86% 8	2.86% 8	6.79% 19	77.14% 216	280
Sgrìobhte – litrichean, sgrìobhainnean, msaa.	8.27% 23	0.72% 2	2.52% 7	4.68% 13	83.81% 233	278
Post-d	7.27% 20	1.09% 3	1.82% 5	7.64% 21	82.18% 226	275
Meadhanan sòisealta	2.88% 8	2.52% 7	3.24% 9	7.91% 22	83.45% 232	278

10. Am biodh tu taiceil do bharrachd fhaicsinneachd Ghàidhlig taobh a-staigh Comhairle Baile Ghlaschu?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Bhiodh	68.57%	192
2	Cha bhiodh	21.43%	60
3	Chan eil fios agam	10.00%	28

ATTITUDES AND AWARENESS

7. Are you aware of Glasgow City Council's commitment to Gaelic language set out in the current 2018 – 2022 Gaelic Language Plan?			
Answer Choices		Response Percent	Response Total
1	Yes	54.26%	153
2	No	37.59%	106
3	Don't know/cannot remember	8.16%	23

8. Does your job role contribute to the development or promotion of Gaelic language in Glasgow?			
Answer Choices		Response Percent	Response Total
1	Yes – directly (my remit is solely related to Gaelic language)	6.41%	18
2	Yes – indirectly (Some of my remit includes Gaelic activity)	8.90%	25
3	No contribution	67.26%	189
4	No contribution but interested in including Gaelic within remit or projects	16.01%	45
5	Other (please specify):	1.42%	4

9. During your working week, how often do you communicate using Gaelic?						
Answer Choices	Daily	Every other day	Once a week	Less Often	Never	Response Total
Spoken	10.36% 29	2.86% 8	2.86% 8	6.79% 19	77.14% 216	280
Written - letters, documents etc.	8.27% 23	0.72% 2	2.52% 7	4.68% 13	83.81% 233	278
Email	7.27% 20	1.09% 3	1.82% 5	7.64% 21	82.18% 226	275
Social media	2.88% 8	2.52% 7	3.24% 9	7.91% 22	83.45% 232	278

10. Would you be supportive of increased Gaelic visibility within Glasgow City Council?			
Answer Choices		Response Percent	Response Total
1	Yes	68.57%	192
2	No	21.43%	60
3	Don't know	10.00%	28

11. Gus barrachd faicsinneachd agus adhartachadh air Gàidhlig nar seirbheisean a bhrosnachadh, dè an ìre gu am bu chòir dhuinn Gàidhlig a chleachdadh sna suidheachaidhean a leanas?					
Roghainnean freagairt	An-còmhnaidh	Uaireannan	Chan eil idir	Dìreach a thaobh gnìomhachd Ghàidhlig	Freagairtean lomlan
Suaicheantas is brannd	50.18% 137	15.02% 41	14.65% 40	20.15% 55	273
Soidhneachd	47.41% 128	118.89% 51	14.81% 40	18.89% 51	270
Post agus post-d	39.26% 106	20.74% 56	14.81% 40	25.19% 68	270
Foillseachaidhean	38.83% 106	24.18% 66	11.36% 31	25.64% 70	273
Làraichean-lìn	44.32% 121	20.88% 57	11.72% 32	23.08% 63	273
Meadhanan sòisealta	40.44% 110	23.90% 65	12.87% 35	22.79% 62	272
Brathan naidheachd	39.41% 106	22.30% 60	15.24% 41	23.05% 62	269
Fiosan luchd-obrach	38.24% 104	20.22% 55	16.54% 45	25.00% 68	272
Stuthan adhartachaidh	43.70% 118	20.37% 55	13.33% 36	22.59% 61	270
Trusadh	43.28% 116	16.42% 44	13.81% 37	26.49% 71	268
Sanasachd	39.85% 108	20.66% 56	13.65% 37	25.83% 70	271
Taisbeanaidhean	46.27% 124	19.03% 51	11.57% 31	23.13% 62	268

IONNSACHADH IS MOTHACHADH DON GHÀIDHLIG

12. An do fhritheil thu a-riamh gin de na cothroman ionnsachaidh no mothachaidh Gàidhlig aig Comhairle Baile Ghlaschu?				
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan	
1	Seiseanan blasaide	12.04%	33	
2	Clasaichean cànan	18.25%	50	
3	Seiseanan mothachaidh	3.28%	9	
4	Chan eil gin dhiubh	72.99%	200	
5	Eile (sònraich):	3.65%	10	

11. To encourage more visibility and promotion of Gaelic in our services, to what extent should we use Gaelic in the following situations?					
Answer Choices	Always	Occasionally	Never	Only in relation to Gaelic activity	Response Total
Logo and brand	50.18% 137	15.02% 41	14.65% 40	20.15% 55	273
Signage	47.41% 128	118.89% 51	14.81% 40	18.89% 51	270
Mail and email	39.26% 106	20.74% 56	14.81% 40	25.19% 68	270
Publications	38.83% 106	24.18% 66	11.36% 31	25.64% 70	273
Websites	44.32% 121	20.88% 57	11.72% 32	23.08% 63	273
Social media	40.44% 110	23.90% 65	12.87% 35	22.79% 62	272
News releases	39.41% 106	22.30% 60	15.24% 41	23.05% 62	269
Staff announcements	38.24% 104	20.22% 55	16.54% 45	25.00% 68	272
Promotional materials	43.70% 118	20.37% 55	13.33% 36	22.59% 61	270
Recruitment	43.28% 116	16.42% 44	13.81% 37	26.49% 71	268
Advertising	39.85% 108	20.66% 56	13.65% 37	25.83% 70	271
Exhibitions	46.27% 124	19.03% 51	11.57% 31	23.13% 62	268

GAELIC LEARNING & AWARENESS

12. Have you previously attended any of the following Glasgow City Council SQs Gaelic learning or awareness opportunities?				
Answer Choices		Response Percent	Response Total	
1	Taster sessions	12.04%	33	
2	Language classes	18.25%	50	
3	Awareness sessions	3.28%	9	
4	None of the above	72.99%	200	
5	Other (please specify):	3.65%	10	

13. Am biodh ùidh agad ann an gin de na cothroman ionnsachaidh no mothachaidh Gàidhlig a leanas? (Tagh gach aon a tha buntainneach)			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Ionnsachaidh Gàidhlig Seachdaineach (10 seiseanan, aon leasan gach seachdain)	42.28%	115
2	Seisean de bhlasad Gàidhlig (uair a thide)	26.10%	71
3	Clas còmhraidh airson feabhas a thoirt air mo chuid Gàidhlig.	25.37%	69
4	Cùrsa Mothachaidh Gàidhlig gus tuilleadh fhaighinn a-mach mun chànan.	29.78%	81
5	Chan eil gin dhiubh	39.34%	107
6	Eile (sònraich):	4.41%	12

14. Dè na h-adhbharan gum biodh ùidh agad ann an ionnsachadh na Gàidhlig? (m.e. obair, clann ann am Foghlam tro Mheadhan na Gàidhlig, sòisealta, msaa.)			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Ceist Fhosgailte	100.00%	167

B' e na prìomh ùidhean airson Gàidhlig ionnsachadh: leasachadh pearsanta (22%), cultarach, eachdraidheil is dualchas (21%), co-cheangailte ri obair (16%), co-cheangailte ri GME (12%), cleachdadh sòisealta (12%), ùidh choitcheann (12%) agus ceanglaichean teaghlach (5%).

15. Bidh sinn a' libhrigeadh chlasaichean Gàidhlig a dh'aithghearr. Ma tha ùidh agad sna clasaichean sin no cothroman ionnsachaidh eile, thoir seachd d' fhiosrachadh conaltraidh gu h-ìosal:			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1		99.26%	135

16. Innis dhuinn dè an t-seirbheis no ALEO do bheil thu ag obair?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Roinn an Àrd-Oifigeir	26.39%	71
2	Foghlam	24.54%	66
3	Seirbheisean Ionmhasail	4.46%	12
4	Nàbaidheachdan, Ath-nuadhachadh is Seasmhachd	24.91%	67
5	Com-pàirteachas Slàinte is Cùram Sòisealta	11.15%	30
6	Ball Taghte	0.37%	1
7	Glaschu Beò	6.32%	17
8	Togalach a' Bhaile	1.12%	3
9	ALEO eile (sònraich):	0.74%	2

ALEO eile (sònraich): Obraichean is Gnothachas Ghlaschu

13. Would you be interested in any of the following Gaelic learning or awareness opportunities? (Please select all that apply)			
Answer Choices		Response Percent	Response Total
1	Weekly Gaelic Learning Course (10 week block, one lesson per week)	42.28%	115
2	Gaelic taster session (Hour taster)	26.10%	71
3	Conversation class to improve my Gaelic	25.37%	69
4	Gaelic Awareness Course to find out more about the language	29.78%	81
5	None of the above	39.34%	107
6	Other (please specify):	4.41%	12

14. For what reasons would you be interested in learning Gaelic? (e.g. job, children in Gaelic, Medium Education, social etc.)			
Answer Choices		Response Percent	Response Total
1	Open-Ended Question	100.00%	167

The main interests for learning Gaelic were: personal development (22%), cultural, historical and heritage (21%), work-related (16%), GME-related (12%), social use (12%), general interest (12%) and family connections (5%).

15. We will be delivering Gaelic classes soon. If you are interested in those classes or other Gaelic learning opportunities, please provide your contact details below:			
Answer Choices		Response Percent	Response Total
1		99.26%	135

16. Please tell us what Service or ALEO you work for?			
Answer Choices		Response Percent	Response Total
1	Chief Executive's	26.39%	71
2	Education	24.54%	66
3	Financial Services	4.46%	12
4	Neighbourhoods, Regeneration & Sustainability	24.91%	67
5	Health and Social Care Partnership	11.15%	30
6	Elected Member	0.37%	1
7	Glasgow Life	6.32%	17
8	City Building	1.12%	3
9	Other ALEO (please specify):	0.74%	2

Other ALEO (please specify): Jobs & Business Glasgow

SLUAGH-THOMHAS

17. Aois:			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	16 – 24	1.50%	4
2	25 – 34	17.67%	47
3	35 – 44	28.57%	76
4	45 – 54	28.57%	76
5	55 – 64	22.18%	59
6	65+	1.50%	4

18. Cò aca de na leanas a tha ag innse mar a tha thu a' faireachdainn mud dheidhinn fhèin?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Fireann	40.53%	107
2	Boireann	56.82%	150
3	Ann an dòigh eile	2.65%	7

19. A bheil tinneas fad-amail, duilgheadas slàinte no ciorram ort a tha a' cuibhreachadh do ghnìomhachd làitheil no an obair as urrainn dhut a dhèanamh?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Tha	8.53%	22
2	Chan eil	87.21%	225
3	Chan eil fios / beachd agam	4.26%	11

20. Cò aca de na leanas as fheàrr a tha a' toirt iomradh air do chinnidheachd?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Albannach	77.95%	205
2	Breatannach	17.11%	45
3	Èireannach	5.32%	14
4	Dualchas geal eile	3.04%	8
5	Dualchas measgaichte	2.28%	6
6	Ìnnseanach	0.38%	1
7	Pagastànaidh	0.38%	1
8	Bangladasidh	0.00%	0
9	Dualchas Àisianach eile	0.38%	1
10	Caraibianach	0.00%	0
11	Afraganach	0.00%	0
12	Dualchas dubh eile	0.38%	1
13	Sionach	0.00%	0

DEMOGRAPHICS

17. Age:			
Answer Choices		Response Percent	Response Total
1	16 – 24	1.50%	4
2	25 – 34	17.67%	47
3	35 – 44	28.57%	76
4	45 – 54	28.57%	76
5	55 – 64	22.18%	59
6	65+	1.50%	4

18. Which of the following describes how you think of yourself?			
Answer Choices		Response Percent	Response Total
1	Male	40.53%	107
2	Female	56.82%	150
3	In another way	2.65%	7

19. Do you have any long-term illness, health problem or disability which limits your daily activity or the work you can do?			
Answer Choices		Response Percent	Response Total
1	Yes	8.53%	22
2	No	87.21%	225
3	Don't know/No opinion	4.26%	11

20. Which of the following best describes your ethnicity?			
Answer Choices		Response Percent	Response Total
1	Scottish	77.95%	205
2	British	17.11%	45
3	Irish	5.32%	14
4	Other white background	3.04%	8
5	Mixed background	2.28%	6
6	Indian	0.38%	1
7	Pakistani	0.38%	1
8	Bangladeshi	0.00%	0
9	Other Asian background	0.38%	1
10	Caribbean	0.00%	0
11	African	0.00%	0
12	Other black background	0.38%	1
13	Chinese	0.00%	0

21. Cò aca de na leanas as fheàrr a tha a' toirt iomradh air do chreideamh làithreach, seòrsa, buidheann no creideas?			
Roghainnean freagairt		Freagairt sa cheud	Freagairtean lomlan
1	Chan eil creideamh sam bith	50.79%	128
2	Eaglais na h-Alba	17.46%	44
3	Caitligeach	23.02%	58
4	Crìostail eile	5.56%	14
5	Bùdach	0.00%	0
6	Hionduthach	0.40%	1
7	Iùdhach	1.19%	3
8	Muslimach	1.19%	3
9	Pàganach	0.40%	1
10	Siceach	0.00%	0

21. Which of the following best describes your current religion, denomination, body or faith?			
Answer Choices		Response Percent	Response Total
1	No religion	50.79%	128
2	Church of Scotland	17.46%	44
3	Roman Catholic	23.02%	58
4	Other Christian	5.56%	14
5	Buddhist	0.00%	0
6	Hindu	0.40%	1
7	Jewish	1.19%	3
8	Muslim	1.19%	3
9	Pagan	0.40%	1
10	Sikh	0.00%	0

4 EÀRR-RÀDH

Prìomh Thoraidhean bhon Cho-chomhairleachadh Poblach air Plana Gàidhlig Comhairle Baile Ghlaschu 2023 gu 2028

RO-RÀDH

Tha an aithisg seo a' solarachadh gearr-iomradh de na prìomh thoraidhean bhon cho-chomhairleachadh a chaidh a choileanadh air an dreach Plana Gàidhlig 2023 gu 2028. Bha an co-chomhairleachadh air a dhèanamh suas de:

- Adhartachadh tro làrach-lìn na comhairle agus sianalan mheadhanan sòisealta.
- Suirbhidh air-loidhne de phrìomh cheistean ag èirigh às a' Phlana.
- Coinneamh air-loidhne agus coinneamh phoblach ann an Sgoil Ghàidhlig Ghlaschu.

Bha an ùine co-chomhairleachaidh a' ruith bho 6 Cèitean 2022 gu 22 Iuchar 2022.

COINNEAMHAN POBLACH AGUS AIR-LOIDHNE

Aig a' choinneamh air-loidhne, mhìnich oifigearan bho Sheirbheisean Foghlaim, Ionnsachadh is Ealain Ghlaschu Beò agus Seirbheisean Corporra, mar a chuidicheas na gnìomhan taobh a-staigh an raon dleastanais aca le amasan a' Phlana Gàidhlig a choileanadh. Dh'fhaighnich buidheann beag de chom-pàirtichean ceistean mu Fhoghlam tro Mheadhan na Gàidhlig agus ionnsachadh, agus san fharsaingeachd bha iad riarachta le susbaint a' Phlana.

APPENDIX

Main Findings from the Public Consultation on Glasgow City Council's Gaelic Language Plan 2023 to 2028

INTRODUCTION

This report provides a summary of the main findings from the consultation carried out on the draft Gaelic Language Plan 2023 to 2028. The consultation consisted of:

- Promotion via the council website and social media channels
- An online survey of key questions arising from the Plan
- An online meeting and a public meeting at Sgoil Ghàidhlig Ghlaschu (Glasgow Gaelic School)

The consultation period ran from 6 May 2022 to 22 July 2022.

ONLINE AND PUBLIC MEETINGS

At the online consultation meeting, officers from Education Services, Glasgow Life Learning and Arts, and Corporate Services outlined how the actions within their area of responsibility will help to meet the aims of the Gaelic Plan. A small group of participants asked questions about Gaelic Medium Education and learning and generally were very satisfied with the content of the Plan.

Cha do fhritheil mòran an dàrna tachartas ann an Sgoil Ghàidhlig Ghlaschu. Bhathar ga shùileachadh sa chiad àite mar thachartas feasgair do phàrantan ach dh'fhaodadh gun tug an t-àm aige, a bha faisg air deireadh na bliadhna sgoile, buaidh air pàrantan a bhith saor. B' fheudar treas tachartas ann an Seòmraichean a' Bhaile a chur dheth aig a' mhionaid mu dheireadh mar thoradh air tinneas luchd-obrach (COVID).

SUIRBHIDH AIR-LOIDHNE – GEÀRR-IOMRADH DE NA PRÌOMH THOROIDHEAN

Bha suirbhidh air-loidhne a bha ag iarraidh freagairtean do shusbaint a' Phlana, fosgailte don phoball airson ùine de 12 seachdainean. Gu h-iomlan, fhreagair 774 dhaoine don t-suirbhidh, meudachadh mòr bhon 162 a fhreagair an co-chomhairleachadh air a' Phlana roimhe sin ann an 2018. Dh'fhaodadh gun robh seo mar thoradh air iomairt mheadhanan sòisealta airson am Plana adhartachadh tro dhuilleagan Twitter is Facebook aig Comhairle Baile Ghlaschu.

Ach, bhon mhion-sgrùdadh air na freagairtean a fhuair, tha e follaiseach gun do chleachd àireamh chudromach de luchd-freagairt an co-chomhairleachadh seo mar chothrom air am beachdan agus am molaidhean mun Ghàidhlig a thoirt seachad ann am farsaingeachd, a thuilleadh air dleastanas na comhairle ann a bhith a' cur taic ris. San fharsaingeachd cuideachd, bha beachdan bho àireamh àrd de fhreagairtean nas àicheile na bha bho cho-chomhairleachaidhean Gàidhlig sam bith roimhe, is dòcha a' nochdadh na cruth-tìre phoilitigeach nas fharsaingeach ann an Alba.

The second event, in the Glasgow Gaelic School, was not well attended. It was intended as an evening event primarily for parents but its timing close to the end of the school year may have impacted on parent availability. A third event, at the City Chambers, had to be cancelled at short notice due to staff illness (COVID).

ONLINE SURVEY – SUMMARY OF MAIN FINDINGS

An online survey requiring responses to the Plan's content was open to the public for a period of 12 weeks. In total, 774 people responded to the survey, a large increase from the 162 who replied to the consultation on the previous Plan in 2018. This may have been the result of a social media campaign to promote the Plan via Glasgow City Council's Twitter and Facebook pages.

However, from the analysis of the responses received, it is evident that a significant number of respondents used this consultation as an opportunity to provide their views and opinions on Gaelic more generally as well as the council's role in supporting it. In general also, comments from a high number of respondents were more negative than any previous Gaelic consultations, and possibly reflected the wider political landscape in Scotland.

Bha cuid de na beachdan sònraichte a' gabhail a-steach:

- Bu chòir airgead a chosg ann an raointean eile.
- Chan e prìomhachas a th' ann don chomhairle.
- Is e cùis phoilitigeach a tha seo air a stiùireadh gu nàiseanta.
- Chan eil seo a' toirt buaidh ach air àireamh bheag de dhaoine ann an Glaschu.
- Chan eil ùidh aig daoine ann. Chan eil duine ga labhairt. 'S e cànan marbh a th' ann.

Thugadh an aire gun robh 70% den luchd-freagairt fireann – àireamh àrd sa cheud airson co-chomhairleachadh mu phlana cànan – le dìreach 25% boireann agus 5% a' comharrachadh ann an dòigh eile.

Tha am Plana ath-sgrùdaichte a' nochdadh bheachdan air an cur an cèill sa cho-chomhairleachadh phoblach còmhla ri ar dleastanas reachdail don Ghàidhlig. Tha sinn air mòran den dreach Plana roimhe a chumail ach tha sinn cuideachd air àireamh de dh'atharrachaidhean a dhèanamh.

- Tha deasachadh/dubhadh às/cur-ris ann an cuid de dh'earrannan airson am Plana a dhèanamh nas fhasa a leantainn. Tha earrannan 4 agus 5 air an cur còmhla ach tha structar iomlan a' Phlana a' fuireach mar a bha e gu ìre mhòr. Tha seo gus a chumail ann an co-rèir ri stiùireadh Bhòrd na Gàidhlig air leasachadh Phlanaichean Nàiseanta, sgrìobhainn a chaidh a sgaoileadh gu ùghdarrasan poblach uile le Planaichean Gàidhlig.

Some of the specific views expressed included:

- Money should be spent in other areas
- It is not a priority for the council
- This is a political issue driven nationally
- This only affects a small number of people in Glasgow
- There's no interest in it. No one speaks it. It is a dead language.

It was noted that 70% of the respondents were male – a very high percentage for a consultation on a language plan – with only 25% female and 5% identifying in another way.

The revised Plan reflects views expressed in the public consultation along with our statutory obligation for Gaelic. We have retained much of the original draft Plan but also made a number of changes.

- Edits/deletions/additions to some sections are intended to make the Plan flow better. Sections 4 and 5 have been combined but the overall Plan structure remains largely unchanged. This is to keep it in line with Bòrd na Gàidhlig's guidance on the development of Gaelic Language Plans, a document issued to all public authorities with Gaelic Language Plans.

- Tha am Plana ath-sgrùdaichte ag aithneachadh gun toir cuideam air maoinachadh poblach buaidh air gach taobh de dh'obair na comhairle. A rèir sin, tha cuid de ghnìomhan ann an earrannan Amasan Àrd-Ìreil is Corporra air an atharrachadh.
- Tha am Plana ag aithneachadh dhleastanasan is dealas na comhairle a thaobh adhartachadh na Gàidhlig. Is e an t-amas gum bi Gàidhlig nas ruigsinniche, air a labhairt nas fharsainghe, nas fhaicsinniche agus nas comharraichte ann an Glaschu na ann am baile-mòr eile air an t-saoghal. Gàidhlig dhuibhse, Gàidhlig do na h-uile.
- Thathar an dùil gum bi Plana Gàidhlig ùr nàiseanta air aontachadh agus air fhoillseachadh ann an 2023. Tha iomradh air amasan a' Phlana ùir air a chur ris.
- Tha earrann air aithisg Bheachdan Sòisealta mun Ghàidhlig 2021 air a chur ris mar a tha fiosrachadh mu shuirbhidh sgilean luchd-obrach Gàidhlig 2022.
- Tha fiosrachadh às ùr air riaghladh poilitigeach Comhairle Baile Ghlaschu bho thaghaidhean an riaghaltais ionadail sa Chèitean, air a chur ris.

Anns na cairtean agus clàran gu h-ìosal, far nach eil àireamhan sa cheud a' dèanamh suas gu 100%, dh'fhaodadh seo a bhith mar thoradh air cruinneachadh coimpiutair, fàgail às sheòrsaichean "chan eil fios agam" no ioma-fhreagairtean.

- The revised Plan recognises that pressures on public funding will impact on all aspects of the council's work. Accordingly, some actions in the original High Level Aims and Corporate sections of the Plan have been amended.
- The Plan recognises the council's obligations and commitment to the promotion of Gaelic. The ambition is that Gaelic be more accessible, more widely spoken, more visible and more celebrated in Glasgow than in any other city in the world. Gaelic for you, Gaelic for all.
- A new national Gaelic Plan is expected to be approved and published in 2023. Reference to the aims of the new Plan has been added.
- A section on the 2021 Social Attitudes to Gaelic report has been added as has information on the 2022 Gaelic staff skills survey.
- Updated information on the political governance of Glasgow City Council since the local government elections in May has been added.

In the charts and tables below, where percentages do not add up to 100%, this may be due to computer rounding, the exclusion of "don't know" categories or multiple answers.

CÀNAN

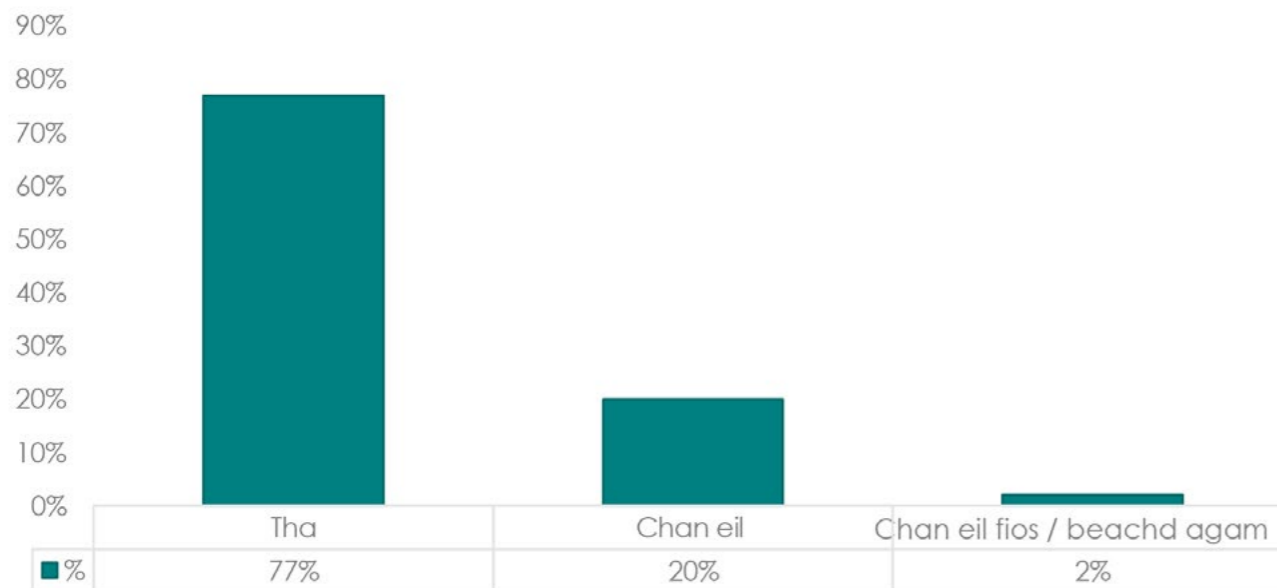
Ceist 1: A bheil thu airson na suirbhidh seo a lionadh ann an Gàidhlig no Beurla?

	Àireamh sa cheud Percentage	Àireamh Number
Gàidhlig Gaelic	4%	33
Beurla English	96%	741

Bunait: 774
Base: 774

MUN PHLANA

Ceist 2: Mus do thòisich thu air a' cheisteachan seo, an do leugh thu am Plana Gàidhlig?



Bunait: 761
Base: 761

LANGUAGE

Question 1: Do you wish to complete this survey in Gaelic or English?

ABOUT THE PLAN

Question 2: Before starting this questionnaire did you read the Gaelic Language Plan?

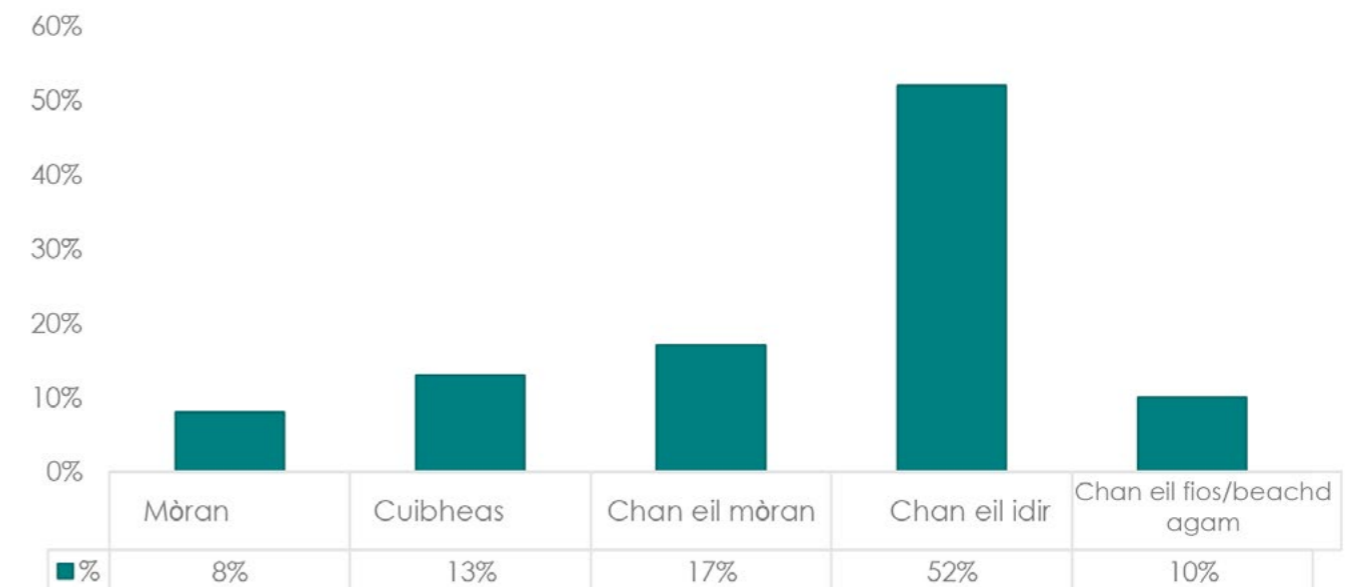
Ceist 3: Dè an ìre gu bheil thu ag aontachadh no ag eas-aontachadh leis na h-aithrisean mun Phlana Ghàidhlig?

	Aontachadh Agree	Chan eil ag aontachadh no eas-aontachadh Neither nor	Eas-aontachadh Disagree	Chan eil fios/ beachd agam Don't know/ No opinion	Bunait Base
Furasta a leughadh Easy to read	28%	17%	42%	12%	751
Furasta a leantainn Easy to follow	31%	20%	37%	12%	746
Ioma-chuimseach Was comprehensive	26%	21%	41%	13%	743

Question 3: To what extent do you agree or disagree with the following statements about the Gaelic Language Plan?

BUILEAN AGUS GNÌOMHAN

Ceist 4: San fharsaingeachd, dè an ìre gu bheil thu den bheachd gun cuidich na builean is gnìomhan ann an Earrann 5.1 sinn le ar n-amasan àrd-ìreil a thaobh cleachdadh, ionnsachadh agus adhartachadh na Gàidhlig ann an Glaschu, a libhrigeadh?



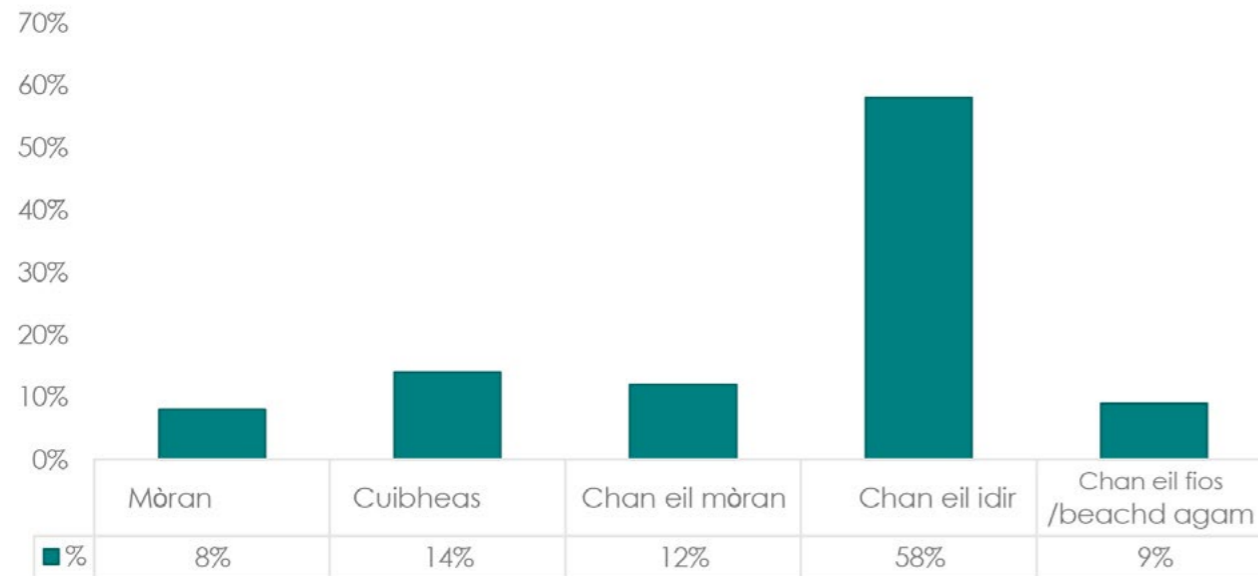
Bunait: 729
Base: 729

OUTCOMES AND ACTIONS

Question 4: In general, to what extent do you think the outcomes and actions in Section 5.1 will help us deliver on our high level aims on the use, learning and promotion of Gaelic in Glasgow?

Ceist 5: San fharsaingeachd, dè an ìre gu bheil thu den bheachd gun cuidich na builean is gnìomhan ann an Earrann 5.2 sinn le prionnsapalan corporra a chur an gnìomh, a' gabhail a-steach spèis co-ionann, com-pàirt treas phàrtaidh agus àbhaisteachadh na Gàidhlig, ann an libhrigeadh ar seirbheisean?

Question 5: In general, to what extent do you think the outcomes and actions in Section 5.2 will help us apply the corporate principles, including equal respect, third party involvement and the normalisation of Gaelic, in the delivery of our services?



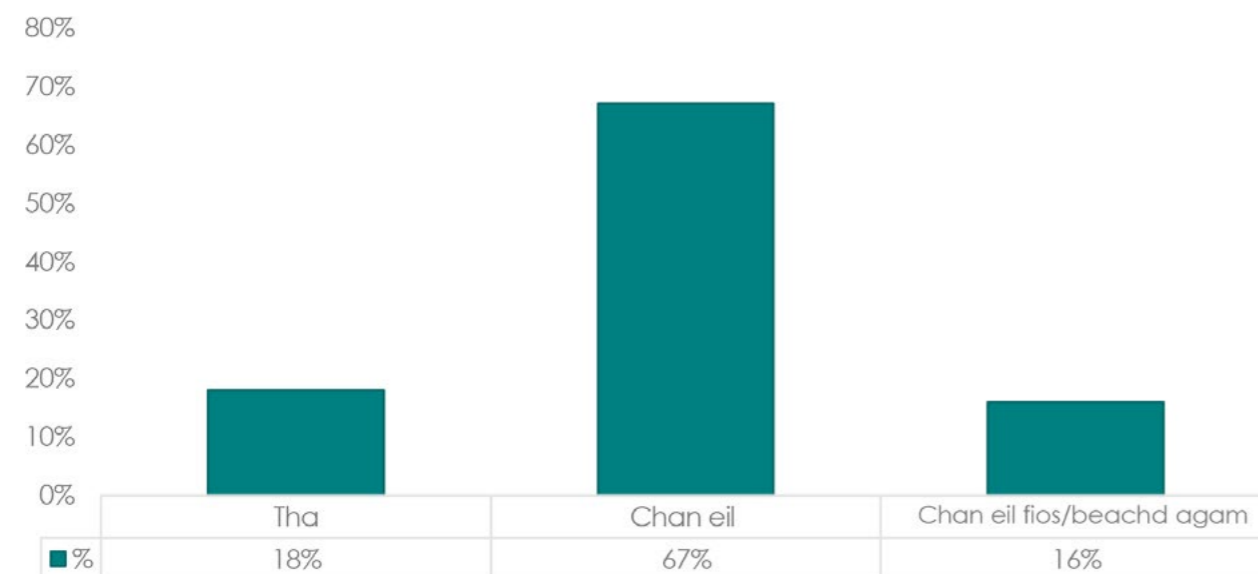
Bunait: 728
Base: 728

IOMLAN

Ceist 6: A bheil thu den bheachd gu bheil am Plana gu h-iomlan a' faotainn cothromachd eadar àrd-amas agus gnìomh?

Overall

Question 6: Do you think the Plan overall strikes the balance between ambition and action?



Bunait: 722
Base: 722

Do gach aon de na ceistean gu h-àrd, agus cuideachd do cheist 7, bha cothrom aig luchd-freagairt leudachadh air an roghainnean agus ròghnaich mòran sin a dhèanamh. Bha an àireamh de fhreagairtean àicheil fada nas àirde ann an coimeas ri co-chomhairleachaidhean eile. Chaidh seo a mhac-samhlachadh air na ceudan de phuist mheadhanan sòisealta chun na h-ìre agus gum b' fheudar do sgioba mheadhanan sòisealta na comhairle na beachdan a dhùnadh sìos.

B' e aon de na cuspairean ag èirigh bho cho-chomhairleachadh a' Phlana Ghàidhlig, am beachd air Gàidhlig mar "pròiseact faoineachd" le Riaghaltas na h-Alba. Am measg freagairtean na suirbhidh, bha mòran eisimpleirean de bheachdan leithid "sgrios airgid", "cosg ùine", "obair gun bhuannachd", "cànan marbh a th'ann", "chan eil duine a' bruidhinn Gàidhlig", "chan eil Gàidhlig àbhaisteach". Thugadh fa-near gun robh luchd-leantainn de co-dhiù aon chunntas mheadhanan sòisealta fhollaiseach le ùidh làidir ann am poileasaidhean bun-reachdail, air an stiùireadh gu com-pàirt àicheil a ghabhail ann an co-chomhairleachadh a' Phlana Ghàidhlig. Bha cuid de na beachdan sin glè fhaisg air leth-breith cànan, bha a' mhòr-chuid suarach.

Ann an seagh poilitigeach, tha Gàidhlig anns an fharsaingeachd air a bhith ga faicinn mar chuspair neodrach ann an Alba airson deicheadan de bhliadhnaichean. Thàinig a' chiad taic do Fhoghlam tro Mheadhan na Gàidhlig bhon riaghaltas Thòraidheach aig Taigh an Ròid ann an 1985, air a leantainn le taic bho na Làbaraich an lùib Achd na Gàidhlig (Alba) 2005, agus mu dheireadh bho riaghaltas

For each of the above questions, and also for question 7, respondents had an opportunity to elaborate on their choices and many chose to do so. A far higher number of responses compared to previous consultations were negative. This was replicated on hundreds of social media posts to the extent that the council's social media team had to close off comments.

One of the key themes arising from the Gaelic Plan consultation was the perception of Gaelic as a "vanity project" for the Scottish Government. The survey responses contained many examples of comments such as "waste of money", "waste of time", "pointless exercise", "it's a dead language", "no one speaks Gaelic", "Gaelic is not normal". It was noted that followers of at least one prominent social media account with a strong interest in constitutional politics were instructed to engage negatively with the Gaelic Plan consultation. Some of those comments bordered on linguisticism, most were pejorative.

In political terms Gaelic generally has been perceived as a neutral subject in Scotland for many decades. The first support for Gaelic Medium Education came from the Conservative administration at Holyrood in 1985, was then followed up by Labour's support for the Gaelic Language (Scotland) Act 2005, and more recently by the SNP's administration including provisions

an SNP, a' gabhail a-steach solaran do Fhoghlam tro Mheadhan na Gàidhlig ann an Achd an Fhoghlaim (Alba) 2016.

De nàdar nas dearbhaiche, bha beachdan taic don Phlana a' toirt iomradh air àrd-amas a' phlana agus càileachd is meudachd na gnìomhachd co-cheangailte ris. Bha mòran bheachdan, ann an Gàidhlig agus Beurla, a' cur fàilte air taic na comhairle don Ghàidhlig, gu h-àraid airson ar libhrigeadh air agus adhartas le Foghlam tro Mheadhan na Gàidhlig (GME). Ach, chaidh dragh a thogail le diofar luchd-freagairt mu thimcheall chùisean a' gabhail a-steach solar thràth-bhliadhnaichean, clàraidhean bun-sgoile agus trusadh thidsearan.

Chuir feadhainn eile beachdan feumail air adhart a thaobh atharrachaidhean air a' Phlana agus far a bheil comas air atharrachaidhean a dhèanamh. Bha cuid ag iarraidh meudachadh ann am faicsinneachd na Gàidhlig, chan ann dìreach air soidhnichean ach ann an conaltradh leis agus bhon chomhairle. Bha cuid ag iarraidh meudachadh fhaicinn ann an càileachd is uiread ghoireasan foghlaim Gàidhlig do gach aois bho aois ro-sgoile gu àrd-sgoil. Chuir luchd-freagairt fàilte cuideachd air a' chuimse air ionnsachadh do dh'inbhich agus dh'iarr iad barrachd chothroman airson spòrs is cur-seachadan do theaghlaichean agus ionnsachadh agus cleachdadh na Gàidhlig a bhrosnachadh taobh a-muigh uairean sgoile. Dh'iarr cuid barrachd gnìomhachd mu thimcheall obraichean agus gnothachasan Gàidhlig. Thuirt neach eile, " 'S iomadh plana Gàidhlig a leugh mi ri mo latha is ri mo linn ach saoilidh mi gur e seo am fear as fheàrr agus as coileanta a leugh mi gu ruige seo!".

for Gaelic Medium Education in the Education (Scotland) Act 2016.

Of a more positive nature, the expressions of support for the Plan referenced its ambition and the quality and quantity of activity. Many comments, in both Gaelic and English, welcomed the council's support for Gaelic, in particular for our delivery and progress with Gaelic Medium Education (GME). However, concern was raised by various respondents around issues including early years provision, primary school enrolments and teacher recruitment.

Others made constructive suggestions for changes to the Plan and where possible changes have been made. Some asked for an increase in the visibility of Gaelic, not just on signage but in communication with and from the council. Some wanted to see an increase in the provision of quality and quantity of Gaelic language educational resources, for all ages from pre-school to secondary. Respondents also welcomed a focus on learning for adults and requested more opportunities for sport and leisure for families to encourage the learning and use of Gaelic outside school hours. Some asked for more activity around Gaelic jobs and businesses. Another said: " 'S iomadh plana Gàidhlig a leugh mi ri mo latha is ri mo linn ach saoilidh mi gur e seo am fear as fheàrr is as coileanta a leugh mi gu ruige seo! ". "I've read many Gaelic Plans in my time but I think this is the best and most complete one I have read so far".

Mar gheàrr-iomradh, tha a' mhòr-chuid de chùisean a thogadh tron cho-chomhairleachadh glè aithnichte leis a' chomhairle. Ged is dòcha nach eil Gàidhlig de luach no ùidh gach neach sa bhaile, tha Gàidhlig na pàirt de dh'obair na comhairle, a' cur gu cudromach barrachd ann an luach oideachail, sòisealta agus eaconamach na bha mòran a' tuigsinn roimhe. Thar nan còig bliadhna a tha ri teachd, dh'fhaodadh gun atharraich cuid de phrìomhachasan farsaing na comhairle ach tha sinn ag amas air Plana Gàidhlig a libhrigeadh a tha a' coileanadh no a' barrachadh dhùilean neach sam bith a tha a' ròghnachadh a bhith com-pàirteach ann an cànan agus cultar na Gàidhlig ann an Glaschu.

In summary, most of the issues raised during the consultation are well recognised by the council. Although Gaelic may not be of value or interest for everyone in the city, it is part of the council's work, contributing significantly more in educational, social, and economic value than many had previously understood. Over the next five years, some wider council priorities may change but we aim to deliver a Gaelic Language Plan that meets or surpasses the expectations of anyone who chooses to engage with Gaelic language and culture in Glasgow.