

<p>Frèam-obrach Coileanadh Nàiseanta: Miann-adhartais gu Gnìomh</p> <p>Freagairt Bhòrd na Gàidhlig</p> <p>5mh An Giblean 2022</p>	<p>National Performance Framework: Ambitions into Action</p> <p>Bòrd na Gàidhlig Response</p> <p>5 April 2022</p>
<p>Aire: Chan eil ach na ceistean air am freagairt a shealltainn fodha</p> <p>9. Dè cho fad 's a chuireas na Builean Nàiseanta cruth air mar a tha am buidheann agaibh ag obair?</p> <p>Gu mòr. Mar a bhathar ag ràdh anns an Aithisg Bhliadhnail 2020-21, “tha Bòrd na Gàidhlig ag obair a rèir Frèam Coileanadh Riaghaltas na h-Alba mar a’ bhuidheann phoblach le uallach gus cànan is cultar na Gàidhlig a thoirt air adhart”. Tha an Aithisg Bhliadhnail cuideachd ag ràdh gu bheil “Ar n-obair ceangailte ris an Fhrèam-obrach Coileanadh Nàiseanta”.</p> <p>10. Ciamar a tha fios agaibh gu dè na Builean Nàiseanta ris a chuireas am buidheann agaibh? Ciamar a tha sibh a’ sealltainn seo dhan bhuidheann agaibh agus nas fharsainghe gu daoine eile?</p> <p>Tha ar Aithisg Bhliadhnail 2020-21 ag aithneachadh na 11 Builean Nàiseanta a leanas mar builean ris a chuireas Builean Nàiseanta gu sònraichte (le eisimpleirean fodha) gum bi:</p> <ul style="list-style-type: none"> • <i>Daoine a’ fàs suas le gaol, sàbhailteachd agus spèis gus an ruig iad an comas slàn aca. Bidh sinn ag obair le òigridh ann an diofar dhòighean.</i> • <i>Sgoil mhath aig daoine agus gum bi iad sgileil agus comasach cur ri sòisealtas. Mar eisimpleir, solaraichidh sinn comhairle mu foghlam na Gàidhlig agus brosnachidh sinn cothroman obrach Gàidhlig.</i> 	<p>NB: Only questions answered shown below</p> <p>9. To what extent do the National Outcomes shape how your organisation works?</p> <p>Very greatly. As stated in our 2020-21 Annual Report “Bòrd na Gàidhlig operates within the Scottish Government Performance Framework as the public body responsible for the development of Gaelic language and culture”. The Annual Report also states that “Our work is aligned to the National Performance Framework”.</p> <p>10. How do you know which National Outcomes your organisation contributes towards? How do you demonstrate this to your organisation and more widely to others?</p> <p>Our 2020-21 Annual Report identifies the following 11 National Outcomes as ones which Bòrd na Gàidhlig contributes particularly towards (with examples included below), that people:</p> <ul style="list-style-type: none"> • <i>Grow up loved, safe and respected so that they realise their full potential. We work with young people through a wide range of mechanisms.</i> • <i>Are well educated, skilled and able to contribute to society. For example, we provide advice about Gaelic education and promote Gaelic career opportunities.</i>

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| <ul style="list-style-type: none"> • <i>Daoine a' fuireach ann an coimhearsnachdan a tha in-ghabhalach, cumhachdaichte, ath-leumach agus sàbhailte.</i> Mar eisimpleir, solaraidh sinn toirt a-steach airson na Gàidhlig agus coimhearsnachdan nach eil cho làidir airson diofar cho-chomhairleachaidhean poblach, agus thug sinn taic do ghrunn iomairtean a chuireas ri neartachadh na Gàidhlig agus coimhearsnachdan na Gàidhlig. • <i>Daoine cruthachail agus gu bheilear a' foillseachadh agus a' faighinn tlachd anns na cultaran beò agus eadar-mheasgte aca gu farsaing.</i> Tha sinn a' toirt taic do sreath fharsaing gnìomhachasan cultarach agus leasachadh nan sgìlean cultarach, air am fighe a-steach gu cultar na Gàidhlig, airson a h-uile aois agus thar iomadh coimhearsnachd. • <i>Eaconamaidh co-fharpaiseil gu cruinneil, tionnsgainneach, in-ghabhalach agus seasmhach aig daoine.</i> Tha seo a' gabhail a-steach ag obair le buidhnean eaconamach agus leasachadh nan sgìlean gus sgìlean agus comas obrach a mheudachadh airson luchd-ionnsachaidh agus luchd-labhairt na Gàidhlig, agus cuideachd ag aithneachadh na cothroman air a thabhachadh le Gàidhlig mar so-mhaoin eacanomaigeach. • <i>Daoine a' cur luach ann, a' gabhail tlachd ann, a' dìon agus a' meudachadh na h-àrainneachd aca.</i> Tron obair againn còmhla ri ùghdarrasan poblach agus planadh na Gàidhlig, luchdaichidh sinn goireasan tro mheadhan na Gàidhlig anns na buidhnean a bhios a' dìon agus a' meudachadh na h-àrainneachd, mar NatureScot, Forestry Land Scotland agus Parcaichean Nàiseanta na h-Alba. • <i>Daoine fallain agus sgiolta.</i> Tha sin a' toirt a-steach am fòcasachadh againn air na sochairean a bheir cànan agus cultar na Gàidhlig leotha a thaobh sunnd. • <i>Daoine a' toirt spèis do, a' dìon agus a' coileanadh còraichean daonna agus a' bhith beò saor bho leth-bhreith.</i> Nì sinn cinnteach in-ghabhaltas na Gàidhlig ann am beatha poblach le bhith ag iarraidh air ùghdarrasan poblach planaichean Gàidhlig a leasachadh agus a chur an gnìomh. Cuiridh sinn ri deasbadan air còraichean daonna gu cunbhalach gus dèanamh cinnteach gu bheilear | <ul style="list-style-type: none"> • <i>Live in communities that are inclusive, empowered, resilient and safe.</i> For example, we provide input relating to Gaelic and to fragile communities through a range of public consultations, as well as supporting a wide range of initiatives that contribute to strengthening Gaelic and Gaelic communities. • <i>Are creative and their vibrant and diverse cultures are expressed and enjoyed widely.</i> We support a wide range of cultural activities and cultural skill development, embedded in Gaelic culture, for all ages and across many communities. • <i>Have a globally competitive, entrepreneurial, inclusive, and sustainable economy.</i> That includes working with economic and skills development agencies to increase skills and employability for Gaelic learners and speakers as well as recognising the opportunities offered by Gaelic as an economic asset. • <i>Value, enjoy, protect, and enhance their environment.</i> Through our work with public authorities and Gaelic language planning, we increase Gaelic medium resources in the bodies that protect and enhance the environment, such as NatureScot, Forestry Land Scotland and Scotland's National Parks. • <i>Are healthy and active.</i> That has included our focusing on the benefits that Gaelic language and culture bring in terms of well-being. • <i>Respect, protect and fulfil human rights and live free from discrimination.</i> We ensure Gaelic's inclusion in public life through requiring public authorities to develop and implement Gaelic language plans. We contribute consistently to debates on human rights to ensure that |
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a' beachdachadh air còraichean cànan aig cridhe nan còraichean daonna.

- *Daoine fosgailte, ceangailte agus a' dèanamh cur-ris deimhinneach gu h-eadar-nàiseanta.* Tha sinn a' cur taic ri sreath thachartasan nàiseanta agus eadar-nàiseanta a chleachdas agus a bhrosnaicheas a' Ghàidhlig agus a bhios a' togail pròifil agus seasamh na h-Alba gu h-eadar-nàiseanta.
- *Gnothachasan soirbheachail agus ùr-ghnàthach aig daoine, le dreuchdan càilidheachd agus obair cothromach airson a h-uile duine.* Tha sinn an geall air cleachdaidhean Obair Cothromach agus iarraidh sinn air ar com-pàirtichean libhrigidh na prionnsabalan agus cleachdaidhean seo a' fighe a-steach dhan obair aca.
- *Daoine a' dèiligeadh le bochdainn le bhith a' co-roinn cothroman, beartas agus cumhachd ann an dòigh nas cothromaiche.* Ann an freagairt ri co-chomhairlichean nàiseanta agus ann an sreath fora, tha sinn a' dèanamh a' chùis a-rithist agus a-rithist gu bheil sgìrean eileanach is dùthchail feumach air taic a bharrachd a thaobh leasachadh eaconamach agus sòisealta agus coimhearsnachdan seasmhach a dhèanamh cinnteach.

Tha pàipearan airson ar Bòrd, Sgioba-stiùiridh agus Comataidhean ag innse gu dè na 11 builean a tha ceangailte ris a' chuspair anns a' phàipear. Tha na pàipearan seo air ar làrach-lìn agus faodaidh barrachd fiosrachadh a bhith air am faighinn tro Saorsa an Fhiosrachaidh. Tha seo a' dèanamh so-lèirsinneachd cinnteach. A bharrachd air seo, tha am Bòrd againn a' toirt cunntas do Mhinistearan na h-Alba.

11. Dè cho cumhachdail 's a tha am buidheann agaibh gus rudeigin eadar-dhealaichte a dhèanamh (ma tha e ag iarraidh seo) gus na Builean Nàiseanta freagarrach dhuibh a ruigsinn?

Tha cumhachd againn seo a dhèanamh.

12. Ciamar a tha am buidheann agaibh cunntachail airson mar a tha na gnìomhan agus co-dhùnaidhean agaibh a' buntainn ris na Builean Nàiseanta?

language rights are considered at the heart of human rights.

- *Are open, connected and make a positive contribution internationally.* We support a variety of national and international events which use and promote Gaelic, and which raise the profile and standing of Scotland internationally.
- *Have thriving and innovative businesses, with quality jobs and fair work for everyone.* We are committed to Fair Work practices and require our delivery partners to embed these principles and practices in their work.
- *Tackle poverty by sharing opportunities, wealth, and power more equally.* In responding to national consultations and in a range of fora, we repeatedly make the case that island, and rural areas require further support in terms of economic and social development to ensure sustainable communities.

Papers for our Board, Senior Management Team and Committees indicate which of the 11 outcomes relate to the subject covered in the paper. These papers are placed on our website, and further information can be requested through Freedom of Information. This ensures transparency. In addition, our Board reports to Scottish Ministers.

11. How empowered is your organisation to do something different (should it wish) to achieve the National Outcomes relevant to you?

We are empowered to do this.

12. How is your organisation held to account for how your actions and decisions impact on the National Outcomes?



Tron solarachadh an fhiosrachaidh againn agus ag aithris ri Pàrlamaid na h-Alba, Riaghaltas na h-Alba agus Mhinistearan na h-Alba.

13. Ciamar a tha na Builean Nàiseanta a' nochdadh ann an dèanamh co-dhùnaidhean bho latha gu latha?

Thathar gan aithneachadh anns na pàipearan a thig fon Bhòrd againn, Comataidhean a' Bhùird agus an Àrd Sgioba-stiùiridh.

14. Nuair a thig e gu prìomhachasan coisg no a' solarachadh maoinachadh gu buidhnean eile, dè an dreuchd a th' aig na Builean Nàiseanta?

Thathar ag aithneachadh nam builean iomchaidh anns na pàipearan a thig fon Bhòrd, an Àrd Sgioba-stiùiridh agus na Comataidhean againn. Tha iad aig teas meadhan solarachadh a' mhaoineachaidh againn gu buidhnean eile oir cuidichidh iad anns na h-amasan againn a libhrigeadh, a tha iad fhèin ceangailte ris na Builean Nàiseanta.

15. Dè cho fad 's a tha maoinachadh bhon roinn phoblach a gheibh sibh tuiteamach air a' sealltainn gu bheil sibh a' cur ri libhrigeadh nam Builean Nàiseanta?

Tha e gu tur tuiteamach air sgàth 's gu bheil sinn air ar maoinachadh le Riaghaltas na h-Alba.

16. Càite a bheil na Builean Nàiseanta a' suidhe taobh a-staigh sreath nam prìomhachasan agus iarrtasan aig a' bhuidheann agaibh?

Tha iad aig cridhe na tha sinn a' dèanamh oir 's e Bòrd na Gàidhlig a' bhuidheann phoblach le uallach gus planadh a dhèanamh airson agus stiùireadh a thoirt don iomairt gus cànan is cultar na Gàidhlig a thoirt air adhart ann an Alba às leth Riaghaltas na h-Alba.

17. Dè cho fad 's a dh'obraicheas sibh gu co-obrachail le buidhnean eile ann an libhrigeadh nam Builean Nàiseanta a tha freagarrach dhuibh?

Through our provision of information and reporting to the Scottish Parliament, Scottish Government and Scottish Ministers.

13. How are the National Outcomes reflected in everyday decision taking?

They are identified in the papers that come before our Board, Board Committees and Senior Management Team.

14. When it comes to spending priorities or providing funding to others, what role do the National Outcomes play?

The relevant outcomes are identified in the papers that come before our Board, Senior Management Team and Committees. They are central to our provision of funding to other organisations as they help to deliver our objectives which are themselves related to the National Outcomes.

15. To what extent is any public sector funding you receive contingent upon demonstrating your contribution to delivery of the National Outcomes?

It is wholly contingent given that we are funded by Scottish Government.

16. Where do the National Outcomes sit within the range of priorities and demands on your organisation?

They are at the heart of what we do given we are the public body responsible for planning and leading the development of Gaelic language and culture in Scotland on behalf of Scottish Government.

17. To what extent do you work collaboratively with other organisations in delivering the National Outcomes relevant to you?



Tha sinn ag obair gu rantrach le buidhnean eile gus na Builean Nàiseanta a lìbhrigeadh. Mar eisimpleir, air an Iomairt Adhartas nas Luaithe. Tha seo a' toirt còmhla sreath nan ùghdarrasan phoblach a tha ag obair gus taic a thoirt don Ghàidhlig agus an fheadhainn a tha airson a cleachdadh. Ged a tha dleastanas aig Bòrd na Gàidhlig airson Plana Cànain Nàiseanta Gàidhlig ullachadh, tha a lìbhrigeadh tro gnìomhan sreath buidhnean, mar is tric ag obair còmhla.

'S e aon de na prìomh dreuchdan againn a bhith a' toirt comhairle do agus a' co-obrachadh le buidhnean phoblach ann an lìbhrigeadh na Planaichean Gàidhlig aca.

'S e Bòrd na Gàidhlig aon de na buidhnean a tha co-obrachadh air Buidheann-stiùiridh Ro-innleachd Turasachd na Gàidhlig. Tha sinn cuideachd ag obair còmhla ri daoine eile ann an sreath de bhuidhnean agus fora. Mar eisimpleir, co-obrachaidh sinn le buidhnean eile tro Co-chruinneachadh na Gàidhealtachd is nan Eilean. Tha sin an dà chuid a' togail inbhe na Gàidhlig agus a' cuideachadh ann an gnìomhan aithneachadh a bhios a' toirt taic do leasachadh eaconamach agus sòisealta ann an coimhearsnachdan na Gàidhlig.

18. Nach roinnibh eisimpleir sam bith air deagh chleachdadh, roinnean airson leasachadh no cleachdaidhean nach do dh'obraich cho math.

'S e eisimpleir deagh chleachdadh a th' ann an fighe a-steach gu soirbheachail Frèam-obrach Coileanaidh Nàiseanta anns na siostaman riaghlaidh againn le bhith a' sgrùdadh buadh no buaidhean air agus tabhartas(an) ris a' NPF anns gach co-dhùnadh ro-innleachdail a rinn am buidheann Choilean sinn seo le meadhan sìmplidh agus co-chòrdail a nì cinnteach gun tèid sgrùdadh a dhèanamh le oifigear sam bith ag ullachadh pàipear son a' bhùird no beachdachadh comataidh air mar a chuireas am moladh ri NPF agus gun cuir iad seo a-steach dhan phàipear.

A bharrachd air seo, gach bliadhna bidh sinn ag aithisg anns an Aithisg Bhliadhnail agus Cunntasan againn, a thèid air beulaibh a' Phàrlamaid, air mar a chuireas Bòrd na Gàidhlig ris an NPF. Tha am fianais àrd-ìre seo a'

We work extensively with other organisations to deliver the National Outcomes. For example, on the Faster Rate of Progress initiative. This brings together a variety of public authorities who are working to support the Gaelic language and those who wish to use it. While Bòrd na Gàidhlig is responsible for producing the National Gaelic Language Plan its delivery is through the actions of a range of organisations, often working together.

One of our key roles is advising and collaborating with public bodies in the delivery of their own Gaelic Language Plans.

Bòrd na Gàidhlig is one of the organisations collaborating on the Gaelic Tourism Strategy Implementation Group. We also work with others on a range of groups and fora. For example, we collaborate with other organisations through the Convention of the Highlands and Islands. That both raises the profile of Gaelic and helps to identify actions that will support economic and social development in Gaelic speaking communities.

18. Please share any examples of good practice, areas for improvement or practices that have not worked so well.

The successful embedding of the National Performance Framework in our governance systems by evaluating the impact(s) on and contribution(s) to the NPF in each strategic decision made by the organisation is an example of good practice. We have achieved this through a simple and consistent mechanism that ensures that any officer preparing a paper for board or committee consideration evaluates how the proposal contributes to the NPF and includes this in the paper.

Furthermore, each year we report in our Annual Report and Accounts, which are laid before Parliament, on how Bòrd na Gàidhlig contributes to the NPF. This high-level evidence



sealltainn na ceanglaichean soilleir eadar miann-adhartais an Riaghaltais agus mar a chuireas sinn riutha.

demonstrates the clear linkages between Government ambitions and our contribution to them.



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