

BÒRD NA GÀIDHLIG

ANNUAL RETURN FORM April 2020- March 2021

Organisation's name	Scottish Parliamentary Corporate Body
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Primary Indicator Data

Communications from the Public	How many written communications have the organisation received from the public in Gaelic this year?	74
Dissemination of information	How many posts did the organisation distribute on social media in Gaelic this year?	553 (Tweets: 481 Soundcloud: 45 Blog: 19 SPICe blog: 1 Instagram: 5 Facebook 1 LinkedIn 1)
	How many press releases did the organisation publish in Gaelic this year?	106
Staff	How many staff received Gaelic skills training this year?	2 undertaking An Cùrsa Inntrigidh at Sabhal Mòr Ostaig
	* It wasn't possible to deliver Gaelic Awareness training in person due to building closure during COVID-19. However, the Gaelic team distributed our short Gaelic Awareness video and worked during this period to make our Gaelic Awareness training suitable for delivering online in the 2021/22 financial year. This is available to MSPs and MSPs staff as recommended in Bòrd na Gàidhlig's reponse to our last monitoring report. Our target was that all public facing staff would have received Gaelic Awareness training by the end of Session 5. This was missed due to COVID but is still being taken forward in the life of our GLP.	
	How many posts do you currently have where Gaelic is an essential skill?	2
	How many staff currently within the organisation have Gaelic skills?	41 abairtean bunaiteach / basic phrases
	* These figures are from our 2018 survey of Gaelic language	3 le sgilean eadar-mheadhanach / intermediate

	skills. These will be updated when we undertake a new survey in the development for our next Gaelic Language Plan in 2022/23.	5 fileanta / fluent speakers*
Publications	How many organisational publications have been published bilingually (Gaelic and English) this year? * These figures are slightly lower than the previous year due to fewer publications being produced in general reflecting both the time in the Parliamentary cycle and reduced Parliamentary activity due to COVID.	Bilingual: 5 Separate Gaelic and English versions: 3 English publications with Gaelic title or foreword 5
Status	How many bilingual signs were erected this year?	n/a Bilingual signage already rolled out in line with our GLP

National Gaelic Language Plan Priorities

Using Gaelic

How is the organisation increasing the use of Gaelic?

- By Gaelic social media presence via our dedicated Gaelic social media channels and via other parliamentary social media channels (e.g. corporate, committee, education, outreach twitter feeds, Instagram, Facebook). During the year, our number of followers on @ParlAlba on twitter increased from 3,076 to 3,352 and we had 3.5k engagements.
- By publicising committee enquiries to the Gaelic community and encouraging evidence in Gaelic – e.g. incorporation of the United Nations Convention on the Rights of the Child for which we produced Gaelic consultation resources. 4 pieces of evidence were submitted in Gaelic for two different committee enquiries and more were submitted bilingually (where we have identified a need to improve our monitoring).
- By publicising the Public Audit and Post-legislative Scrutiny Committee enquiry into the Bòrd na Gàidhlig Section 22 report. As it was not possible to provide simultaneous translation facilities due to COVID restrictions, [a full Gaelic translation of the Official Report for the meeting](#) was produced.
- Through producing a wide range of publications in Gaelic and containing Gaelic.
- Through developing Gaelic digital information resources, for example: [A' toirt athchuinge do Phàrlamaid na h-Alba](#)
- Through launching our Gaelic Awareness video which has now had over 1,800 views: [Using Gaelic in the Scottish Parliament - YouTube](#)
- Through production of a range of Gaelic education resources – over 50 are currently available in Gaelic. During the lockdown, we produced a series of education Pieces of Parliament PowerPoints in English and in Gaelic which we publicised via twitter to tie in with the #Cleachdaigantaigh (*use it at home*) initiative.
- By producing online content in Gaelic. Work began in this reporting year to produce Gaelic content for the new Scottish Parliament website which went live in 2021/2.
- By enabling and encouraging correspondence in Gaelic (contained within figures for written correspondence).

- The Gaelic team aided Members, Presiding Officers and Conveners with Gaelic use for Parliamentary Business including proofreading and supplying of pronunciations of simple phrases (such as Madainn mhath/Good morning) and Gaelic nomenclature on five occasions. Two motions were submitted bilingually, and the Gaelic team proofread these where required.

Learning Gaelic

How is the organisation increasing the learning of Gaelic?

- Two members of staff are being supported by the Parliament to complete the Cùrsa-inntrigidh at Sabhal Mòr Ostaig.
- Publicising local and national Gaelic learning opportunities locally internally.
- Through our Abair Beagan basic parliamentary Gaelic resource.
- Through our short podcast Gaelic Word of the Week which teaches a little about Gaelic and about the Parliament each week. This is regularly listened to by over 100 people and performs very well on our corporate Twitter.
- Through making our Gaelic Word of the Week podcast text available on our blog with additional Gaelic related information for Gaelic learners and those with an interest in the language. Typically posts receive 50-120 views.
- The Gaelic team delivered an online talk to over 25 Gaelic learners in Glasgow and Na h-Eileanan Siar on 17/9/20.

Promoting Gaelic

How is the organisation promoting a positive image of Gaelic?

- Induction sessions inform new-starts about the Gaelic Language Plan and our Gaelic Awareness sessions.
- Bilingual signage on our campus.
- Increased use of Gaelic in corporate publication titles/summaries. See data above under Publications.
- Use of Gaelic in social media – both in and about Gaelic throughout the Parliaments' social media accounts. This included social media content Say a Gaelic Phrase Day in February 2021 and a video for Languages Week Scotland.
- Including Gaelic in videos made by the Presiding Officers such as the Christmas 2020 video which received 7.8k views.
- By mentioning Gaelic provision and learning opportunities through our internal communications including our internal Gaelic blog and our corporate communications, and through external communications including our weekly eBulletin which has over 7.4k subscribers.
- By holding a Gaelic Language week with enhanced visibility and increased social media content for Gaelic in addition to sessions in Gaelic. This included a video in Gaelic by Deputy Presiding Officer Lewis MacDonald which was viewed by 1.1k people. Altogether, posts as part of this week received 215,987 impressions and 1,910 total engagements.
- By publishing in 2020 the report of the Scotland's Futures forum Gaelic 2030: What would success look like? conference in December 2019.

Other monitoring information

Promotion of Gaelic Education

For Local Authorities only to complete

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

n/a

Corporate Parenting

For Local Authorities only to complete

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

n/a

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

n/a

Equalities

For all organisations to complete

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

We have not identified any particular issues. We ensure that Gaelic activities are inclusive and are also available to staff at all levels across the organisation. We have worked actively with staff diversity networks across the organization to promote Gaelic.

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

To raise awareness of Gaelic amongst the general public, we have bilingual signage, we have added Gaelic to titles and/or forewords of many corporate publications and have Gaelic-related social media content aiming at non-Gaelic speakers. We target younger people through social media, education materials and education publications. Gaelic education sessions can be delivered anywhere in Scotland.

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

The Gaelic Development Officers worked closely with the Parliament's BSL Officer to share good practice and consider ways of working together. This included blog posts in Gaelic about BSL and BSL as a Gaelic Word of the Week. All diversity networks in the Scottish Parliament have bilingual logos.

Additional Information

The 2020/21 reporting year saw the bulk of the disruption caused by the COVID pandemic and for this reason, our level of activity has been lower than normal in some fields such as outreach and education work. We expect to be able to report an increase in many of these areas in 2021/22 and 2022/23 and will report on these in our next report.

Bòrd na Gàidhlig made several comments and recommendations in the response to our 2019/20 monitoring report. This was received after the end of the 2020/21 monitoring report and therefore isn't covered in the report above. These will be covered fully in the 2021/22 monitoring report. In the meantime, we would like to address these as follows:

- Provision of Gaelic Awareness/Gaelic skills training to Members and Members staff. We can confirm that all opportunities will be available to Members and Members Staff in addition to SPCB staff.
- Gaelic apprenticeship. We had a non-Gaelic speaking apprentice with the Gaelic team for a year earlier in the current plan and also had a three-week work experience placement with a student from Sabhal Mòr Ostaig. Due to changes in the nature and priorities of the Scottish Parliament apprenticeship scheme, it will not be possible to have a Gaelic speaking apprentice during the lifetime of the current plan. However, we will consider an apprenticeship, internship or similar work place experience schemes for the next iteration of our Gaelic Language Plan.
- Gaelic: *What would Success Look Like* conference with Futures Forum.
We thank you for your kind comments on our 2019 conference. We are currently planning further Gaelic activity with the Futures Forum to tie in with the inaugural national Gaelic week in Feb/March 2022.
- *Tog do Ghuth* – Make your Voice Heard – sessions.
We thank you for your kind comments on these sessions. We will be offering these sessions again as suggested, the next ones being offered online during Seachdain na Gàidhlig (Edinburgh's Gaelic Festival).

Amasan airson Seirbhisean Corporra	Corporate Service Aims	
Àrd Phrionnsabalan	Overarching Principles	Traffic light colours: green, amber or red
Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	Green
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonna air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	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.	Green
Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarras phoblaich a chur an gnìomh.	Third Parties Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	Green
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a-steach ann an structaran an ùghdarras phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	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.	Green
Pàrantan Corporra Gu bheillear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànan eile.	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.	n/a

Inbhe	Status	Traffic light colours: green, amber or red
<p>Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.</p>	<p>Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.</p>	Green
<p>Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.</p>	<p>Signage Prominent signage will include Gaelic and English as part of any renewal process.</p>	Green
Conaltradh leis a' phoball	Communicating with the public	Traffic light colours: green, amber or red
<p>Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.</p>	<p>Promotion Positive message that communication from the public in Gaelic is always welcome.</p>	Green
<p>Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.</p>	<p>Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.</p>	Green
<p>Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.</p>	<p>Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.</p>	Green
<p>Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.</p>	<p>Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.</p>	Green

Fiosrachadh	Information	Traffic light colours: green, amber or red
<p>Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.</p>	<p>News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.</p>	Green
<p>Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.</p>	<p>Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users</p>	Green
<p>Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarras phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.</p>	<p>Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.</p>	Green
<p>Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.</p>	<p>Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.</p>	Green
<p>Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.</p>	<p>Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.</p>	Green
Corpas na Gàidhlig	Gaelic Language Corpus	Traffic light colours: green, amber or red
<p>Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.</p>	<p>Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.</p>	Green

Luchd-obrach	Staff	Traffic light colours: green, amber or red
Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	Green
Inntrigeadh Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	Green
Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	Green
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	Green
Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.	Recruitment Recognising and respecting Gaelic skills within the recruitment process.	Green
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach ann an dealbhan obrach far a bheil dleastanasan co-cheangailte ri librigeadh a' Phlana Ghàidhlig agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	Gaelic named as an essential and / or desirable skill in job descriptions in roles where responsibilities are linked to delivery of the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	Green
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	Green