

Gaelic Language Plan Plana Gàidhlig

2023-2026

“ Using Gaelic more often, by more people and in a wider range of situations.

Gàidhlig a bhith ga cleachdadh nas bitheanta, le barrachd dhaoine agus ann am farsaingeachd nas motha de shuidheachaidhean. ”



UHI

University of the
Highlands and Islands
Oilthigh na Gàidhealtachd
agus nan Eilean

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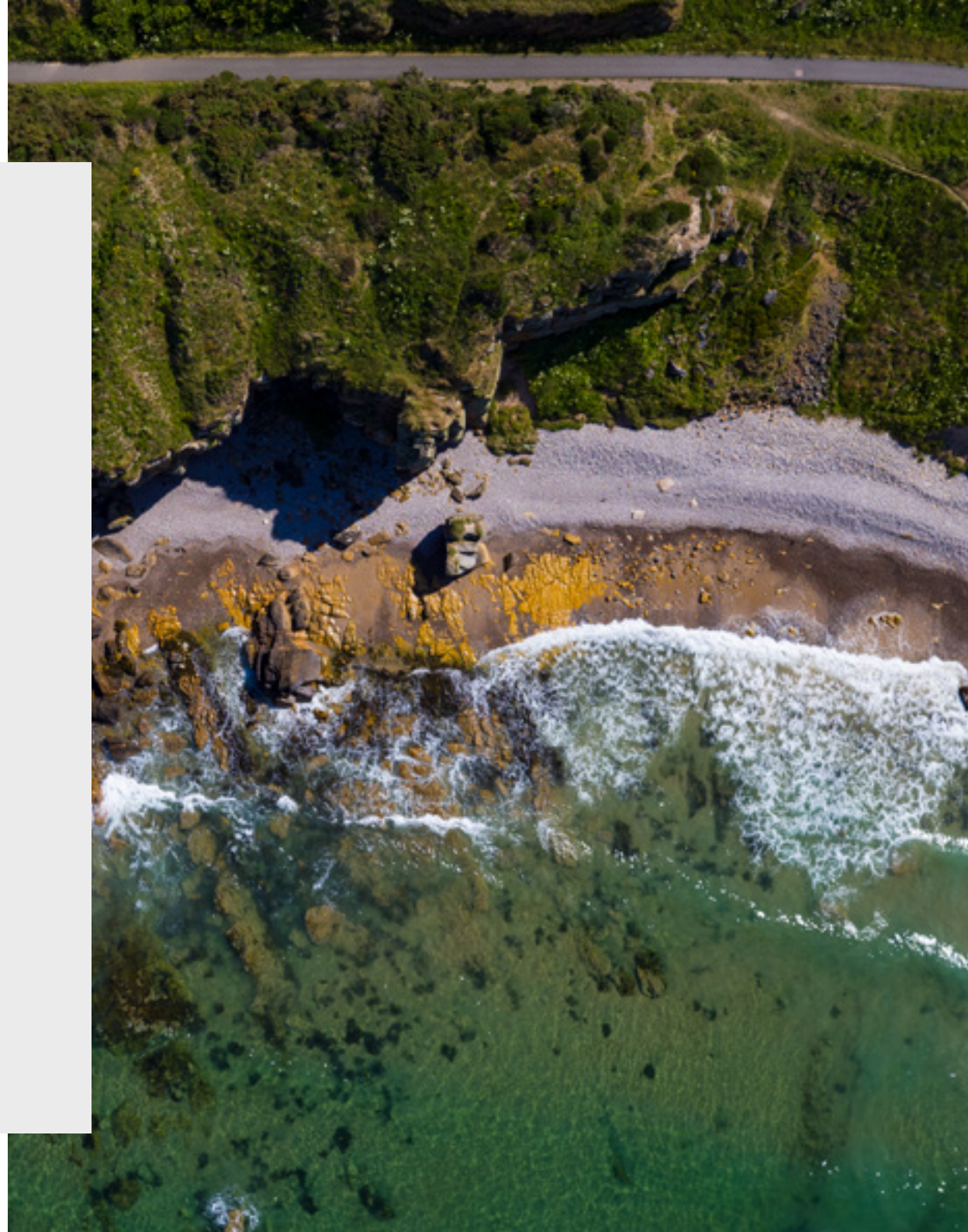
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Foreword

In this edition of our plan, we confirm our commitment to proactively and positively embracing Gaelic language and culture as an important and valuable part of the UHI partnership, both regarding our core academic business centred on teaching and research, and our identity as a bilingual organisation embedded in our communities. Our refreshed approach to Gaelic planning will support the integration of Gaelic policy throughout the organisation and will clearly articulate our strong ambition for Gaelic, language and culture to continue to be of great importance to UHI.

The priorities, commitments and measurements set out in this, our fourth edition of our Gaelic language plan, build on the commitments we made in our third Gaelic language plan, 2019-2022. Feedback has been considered from staff, the UHI partnership, internal and external stakeholders, partner organisations, Bòrd na Gàidhlig and the public.

Taken as a whole, the commitments in this plan recognise our public responsibility as a major regional organisation to continuously champion Gaelic language and culture as a living and dynamic entity within the region and beyond.



Interim Principal and Vice-Chancellor's welcome

As UHI interim principal and vice-chancellor, I am delighted to introduce the fourth edition of our Gaelic Language Plan. As the only tertiary institution with extensive reach across the Highlands and Islands, Moray and Perthshire, we are proud of our public responsibility to enhance the status of Gaelic and embrace this responsibility proactively.

The previous editions of our Gaelic Language Plan contained ambitions for student support, curriculum development and research, and this plan articulates a renewed determination to build on everything that we have achieved to strengthen the position of Gaelic across our partnership. The plan also aligns with our new strategic plan. A fundamental part of our mission is to drive co-created education and research, enhanced by our unique landscape, heritage and cultures. This will harness our energy and set new ambitions across five key strategic themes: teaching, learning and student support; research and innovation impact; enterprise and growth; environmental sustainability; and operational excellence. We will champion Gaelic language and culture in our communities through curriculum, research and student experiences and recognise and support the linguistic and cultural diversity across our regions.

During the lifetime of this plan we are determined to:

- + Increase the status, visibility and use of Gaelic throughout UHI
- + Provide a comprehensive range of opportunities for staff and students to become aware of Gaelic and to learn Gaelic
- + Engage with our Gaelic-speaking and our Gaelic-learning communities in a proactive manner
- + Evaluate the Gaelic language outcomes associated with the implementation of this plan

This edition reiterates a clear commitment to the aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005. Recognising our core academic purpose, we are, in short, wholeheartedly committed to making an ongoing and significant contribution to the place of Gaelic within Scotland as a dynamic, living and vibrant language.

I commend the fourth UHI Gaelic Language Plan to you.



Vicki Nairn

UHI Interim Principal and Vice-Chancellor



Introduction - About UHI

UHI is an innovative, dynamic, and highly distinctive institution encompassing further and higher education, research, and knowledge exchange. Established in close partnership with the regional development agency, Highlands and Islands Enterprise, and national and international in outlook, UHI's core objective is to have a transformational impact on the economy of our operating area and the communities we serve. Our operating area is unique in the United Kingdom, in terms of its size, demographic profile, cultures, languages and heritage, and UHI was established to reflect this. Given our location at the heart of the Gàidhealtachd, we have recognised for many years that we have a public responsibility to embrace the Gaelic language and culture in our day-to-day life and work and this is something we do with pride and commitment.

Structurally, UHI is a partnership; a network of colleges and specialist research institutions anchored within but spread across the Highlands and Islands Moray and Perthshire: from Shetland to Argyll and from the Western Isles to Moray; some in urban centres, but most in rural areas and island communities. UHI has introduced an Islands Strategy to articulate how UHI will work with partners to extend and strengthen its activities across Orkney, Shetland and the Western Isles.

Our UHI partnership agreement sets out arrangements for how we work together across a wide range of academic activity. As a partner of UHI, Sabhal Mòr Ostaig has a separate and specific role as the National Centre for Gaelic Language and Culture, supported by the Scottish Government. Sabhal Mòr Ostaig, UHI North, West and Hebrides each have their own Gaelic language plans which articulate their institutional commitment to Gaelic. Sabhal Mòr Ostaig has a role in supporting the Gaelic activities of UHI, whilst also having its own national remit for the development of Gaelic language and culture.

A member of UHI's senior executive team has executive responsibility for oversight of UHI's Gaelic language plan and this postholder works in close partnership with the principal of Sabhal Mòr Ostaig who both chairs our Gaelic committee and has a key role in championing the implementation of the plan.

The UHI Gaelic officer is a core staff member and is responsible for assisting with the development and implementation of the Gaelic language plan.

An aerial photograph of a forest with a dirt path winding through it. The trees are mostly green, with some brown and yellow patches, suggesting a mix of species or perhaps some autumn foliage. The path is light-colored and curves from the top right towards the bottom right.

Introduction – Our success with Gaelic

Gaelic is an integral part of Scotland's heritage, national identity and cultural life and we are determined to make an incisive contribution to this. We have been committed to the objectives set out in successive national Gaelic language plans for many years and we have put the necessary structures and initiatives in place to contribute to ensuring that Gaelic has a sustainable and prosperous future in Scotland and recognising the role of our international diaspora in particular.

UHI recognises that the position of Gaelic is extremely fragile, and we are committed to being part of a concerted effort by the Scottish Government, the public and private sectors, community organisations and individuals to ensure that Gaelic is used more often by more people in a wider range of situations. We will proactively engage with traditional Gaelic communities in matters related to our core functions of research and teaching. A good example of this would be the caman project launched to secure the future production of camans – the wooden sticks used to play shinty which is part of a wider collaboration between UHI and the Camanachd Association. The two organisations have signed a memorandum of understanding to work together to explore opportunities around volunteering, work experience, education and training, coaching and community awareness.

UHI first adopted a Gaelic policy in 1999. Our first Gaelic language plan was approved by Bòrd na Gàidhlig on 24 August 2010 and covered the period 2010-2014. Since 2010, there have been three further Gaelic language plans and we have made significant advances in terms of the visibility and audibility of Gaelic in its services to students, staff and the public, as well across our core business involving our curriculum and research activities. In this way, we have progressed the principle of equal respect being afforded to Gaelic and English. In a wide range of areas of our life and work, notably our identity, marketing and communication and the student experience, it is indeed the case that many of the commitments set out across our three previous Gaelic language plans have become part of our day-to-day work.

As with all areas of society, we have had to respond flexibly to the COVID-19 pandemic and a clear priority during the previous edition of our Gaelic plan has been to ensure that all existing students and staff are well supported, with reasonable adjustments being made to course provision. This has been reported to Bòrd na Gàidhlig, and there is an agreement that some elements of the previous Gaelic language plan should be carried over to this current plan.

Introduction - Our priorities in Gaelic

This edition of our Gaelic language plan sets out our plan for how we will use Gaelic in the operation of our functions and services, and how we will use Gaelic when communicating with the public and key partners. Emphasis is placed on Gaelic within our core business of teaching and research, and within this our support for traditional Gaelic communities. The plan also articulates how we will normalise, promote and develop Gaelic, building on successful engagement and developments to date. Our 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'.

In this regard, our plan:

- 1.** Affirms our core responsibility to support the use of Gaelic in informal and community settings, especially but not exclusively in traditional Gaelic communities
- 2.** Will strengthen the use of Gaelic across our academic partnership
- 3.** Reflects the high public and political profile of Gaelic in Scotland, and our clear public responsibility to enthusiastically respond to this
- 4.** Encompasses the academic partnership, whilst recognising Sabhal Mòr Ostaig's distinct role as the National Centre for Gaelic Language and Culture

- 5.** Enhances elements of Gaelic further and higher education and research and knowledge exchange activities

We commit to four priority commitments in this edition and these commitments reflect the objectives set out in the national plan for Gaelic, including the national Gaelic education strategy. Taken together, they underscore our commitment to playing an important part in ensuring that Gaelic has a sustainable future as a living language in Scotland:

- 1.** Teaching, learning, research and knowledge exchange: enhancing the place, visibility and usage of Gaelic within UHI's core business of teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic speaking communities. The overall main priorities for the delivery of our Gaelic language plan in the next three years relate to recruiting more students, both to the existing Gaelic programmes at Sabhal Mòr Ostaig and UHI North, West and Hebrides, and in relation to supporting enhanced opportunities for staff and students to learn Gaelic, especially at beginner level. Our research activities will be expanded to make a strong and purposeful contribution to the national knowledge base about Gaelic and its place in Scottish society. As part of this work and reflecting the work of Sabhal Mòr Ostaig, the former UHI Outer Hebrides and the UHI Language Sciences Institute, we wish to continue to engage with traditional Gaelic-speaking communities.



Introduction - Our priorities in Gaelic

2. The student experience: ensuring that the student experience affirms the principle of equal respect for Gaelic and English. In this section we will build on what has been achieved already to ensure that Gaelic is visible to all UHI students, and that for those who wish to have the opportunity to communicate in Gaelic as part of their experience. We will also ensure that this principle applies to UHI alumni. We will continue to support the Highlands and Islands Student Association in the implementation of its own Gaelic language plan whilst acknowledging and respecting Sabhal Mòr Ostaig's separate student association, Comann nan Oileanach.

3. Corporate communications: promoting the bilingual identity of UHI through our student recruitment and communications. An increased visual presence of Gaelic in the UHI brand will greatly increase the status of Gaelic and general awareness of the language not only amongst members of local communities, but also the general public and stakeholders. It is also acknowledged that this increased visual presence of Gaelic in this activity will greatly increase the status of Gaelic and general awareness of the language throughout the UHI partnership.

4. Staffing: encouraging and supporting all staff, regardless of their role, and wherever they are employed within the UHI partnership, to acquire and develop Gaelic language skills. In order to deliver services through the medium of Gaelic, even at a basic level, it is necessary to develop the requisite job skills and language skills of staff. The provision of language learning and language awareness for staff helps promote adult Gaelic learning and promotes Gaelic as a useful skill in the workplace. The identification of jobs in which Gaelic is a designated skill will contribute greatly to the status of the language and to identifying it as a positive skill to acquire.

These four commitments recognise that there is linguistic diversity in our operating area and in no way diminishes the importance of other languages and dialects.

UHI receives funding for further and higher education and for research and knowledge exchange activity from the Scottish Funding Council (SFC). In return for public funds, an annual outcome agreement between us and the SFC is progressed each year. This outcome agreement is always explicit in terms of our commitment to delivering this Gaelic language plan.

An aerial photograph of a coastal town and harbor. The harbor is filled with numerous sailboats of various colors. The town is built on a peninsula with green grass and some buildings. The sea is a deep blue, and the sky is a lighter blue with some clouds. The overall scene is peaceful and scenic.

UHI

Gaelic Language Plan 2023-2026

Our core commitments



1. Teaching, learning, research and knowledge exchange

Enhancing the place, visibility and usage of Gaelic within UHI's core business of teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic-speaking communities.

Area for development: teaching, learning and curriculum development

Overall outcome: An increase in the number of Gaelic learners at all levels within UHI

Key targets:

- + A year-on-year increase in the number of Gaelic learners at all levels.
- + A year-on-year increase in the number of students studying for qualifications in Gaelic medium initial teacher education.
- + A year-on-year increase in the number of students studying for CPD qualifications in Gaelic medium education.

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Assist with increasing the use of Gaelic within UHI and across our partnership in both formal and informal situations.
- + Encourage increased uptake in the UHI operating area of Gaelic courses that are available across the UHI partnership.
- + Increase the uptake, range and availability of modules and courses offered through the medium of Gaelic, aiming to increase the number of Gaelic learners at all levels in the academic partnership.
- + Inform and encourage existing students studying a wide range of non-Gaelic courses to enrol for these and existing modules/courses.
- + Increase opportunities across the UHI partnership for community-based evening face-to-face teaching at beginners level in support of Gaelic skills and growing usage in different communities.
- + Monitor levels of promotion and uptake of Gaelic modules and courses across the UHI partnership. Resolve any obstacles that may arise.
- + Continue to work with partners to promote the benefits of studying Gaelic across the UHI operating area.

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
1	We will enhance opportunities for Gaelic learners from across our operating area to progress from school to further education and thence to higher education, through using a range of teaching methods, including online and face-to-face approaches.	✓	✓	✓	✓	Sabhal Mòr Ostaig; UHI North, West and Hebrides; dean of arts, humanities and business
2	We will proactively support the use of Gaelic in informal community settings, especially in island and rural communities, through the provision of a range of community learning opportunities and initiatives. In the Western Isles, and the west Highlands, we will work to facilitate a Gaelic mentoring scheme and informal community online conversational classes. We will also ensure progression opportunities from these courses to our existing portfolio of more substantive online and in person courses.	✓	✓	✓	✓	UHI North, West and Hebrides; Sabhal Mòr Ostaig
3	We will offer short online and face-to-face Gaelic language courses to parents of children in Gaelic medium education across our region ranging from beginner to advanced learner and including Gaelic literacy skills for fluent speakers. We will also work to ensure progression opportunities from these courses to our portfolio of more substantive online and in person courses run through Sabhal Mòr Ostaig and UHI North, West and Hebrides. In particular, working in partnership with Comhairle nan Eilean Siar, we will support the local authority Gaelic first programme.	✓	✓	✓	✓	UHI North, West and Hebrides; Sabhal Mòr Ostaig; UHI Inverness
4	We will establish a programme of community-based Gaelic learning opportunities in Inverness and surrounding areas. We will also ensure progression opportunities to our existing portfolio of more substantive online and in person courses run by Sabhal Mòr Ostaig and UHI North, West and Hebrides.	✓	✓	✓	✓	UHI Inverness
5	We will work with UHI Inverness in developing a Gaelic Cultural Plan with a view to UHI Inverness being as a venue for Gaelic cultural events in the Inverness area to stimulate engagement in the language and its related cultural aspects. This will align with existing community-based Gaelic learning opportunities in the Inverness area and will lead to progression to opportunities to our existing portfolio of more substantive online and in person courses run by Sabhal Mòr Ostaig and UHI North, West and Hebrides.	✓	✓	✓	✓	UHI Inverness

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
6	Sabhal Mòr Ostaig and UHI North, West and Hebrides will continue to review and develop new digital courses in Gaelic, for example an online version of Ùlpan, and work connected with the 'Speak Gaelic' initiative.	✓	✓	✓	✓	Sabhal Mòr Ostaig UHI North, West and Hebrides
7	In the Western Isles, we will strengthen our partnership with Ceòlas.	✓	✓	✓	✓	UHI North, West and Hebrides
8	We will redesign the undergraduate degrees within the Gaelic and related studies scheme with a view to increasing student numbers at Sabhal Mòr Ostaig and UHI North, West and Hebrides.	✓				Chair, Gaelic and related studies scheme; Gaelic subject network leader
9	In order to increase the number of Gaelic medium education teachers teaching in Gaelic medium education, we will update and refocus the marketing for our professional graduate diploma in education (Gaelic medium) programme, utilising social media such as Facebook and Twitter, with contact made with Bòrd na Gàidhlig and Education Scotland to share and retweet information. The programme will also be advertised through GLAN (Gaelic Local Authority Network) to reach possible applicants working in other roles in education.	✓	✓	✓	✓	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
10	We will work in partnership with Bòrd na Gàidhlig, Highland Council, Comhairle nan Eilean Siar, and Argyll and Bute Council to develop and implement a joint initiative leading to an increase in applications to our Gaelic Medium education teacher education provision. We will create a plan to strengthen the existing opportunities for Gaelic Medium education ITE provision (PGDE) beyond UHI North, West and Hebrides and Sabhal Mòr Ostaig, including UHI Argyll, UHI Inverness and UHI Perth.		✓	✓	✓	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
11	We will increase the emphasis on the role of Gaelic in national language policy in the English-medium PGDE primary programme from 2021- 22, offering additional input to Gaelic learners.	✓	✓	✓	✓	Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
12	We will work towards a new part-time Gaelic medium PGDE, which will widen access to candidates who wish to teach in Gaelic medium education.	✓	✓			Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
13	We will introduce a new four-year undergraduate route for primary and secondary teaching in 2023 in order to provide a direct route into Gaelic medium education for school leavers and career changers.	✓				Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
14	We will introduce a new MEd in Gaelic Education in 2023. This programme will be taught and assessed in Gaelic offering all Gaelic medium education teachers a national structure to participate in career-long professional learning.	✓				Sabhal Mòr Ostaig head of teacher education; head of teacher education; Gaelic subject network leader
15	We will work with Sabhal Mòr Ostaig, UHI North, West and Hebrides in expanding the range of Gaelic accredited programmes designed for a wide range of workplace environments, with a particular emphasis on island and rural communities, including developing a range of foundation apprenticeships and modern apprenticeships within Gaelic. This will be achieved with support from Skills Development Scotland.	✓	✓	✓	✓	UHI North, West and Hebrides Sabhal Mòr Ostaig
16	We will support Sabhal Mòr Ostaig to enhance its Gaelic medium education provision for health, early years and childcare professionals, including SVQ provision and other accredited early years/ childcare qualifications. We will develop a programme of short courses for care workers/health workers/early years workers, with a particular focus on provision in the Western Isles.	✓				Sabhal Mòr Ostaig director of education; subject network leaders UHI North, West and Hebrides

1. Teaching, learning, research and knowledge exchange

	Commitment	2023	2024	2025	2026	Lead
17	<p>We will enhance our degree-level provision to strengthen Gaelic across the higher education curriculum by:</p> <ul style="list-style-type: none"> i. Expanding the range of programmes offering 'Gaelic for Learners' as an option where there is evidence of student demand, as assessed through the number of previous student registrations for specific programmes ii. Embedding awareness of Gaelic in a wider range of programmes, especially within our creative industries higher education provision. 		✓			Programme leaders; subject network leaders; dean of arts, humanities and business
18	<p>Within our tertiary education provision in tourism and heritage, and building on a successful pilot, we will run short courses in Gaelic and tourism and heritage which will add to our curriculum profile and strengthen the visibility of Gaelic.</p>		✓			Programme leaders subject network leaders dean of arts; humanities and business
19	<p>Within Gaelic degree-level programmes, we will ensure the use of Gaelic in programme and module self-evaluation documents and within the exam board process for Gaelic.</p>	✓	✓	✓	✓	Gaelic and related studies scheme leader academic registrar
20	<p>A summary of evaluative data related to further and higher education student numbers and student performance on Gaelic courses will be reported to relevant committees on an annual basis for review and action</p>	✓	✓	✓	✓	Gaelic and related studies scheme leader and relevant programme leaders with the subject network

1. Teaching, learning, research and knowledge exchange (continued)

Enhancing the place, visibility and usage of Gaelic within UHI's core business teaching, learning, research and knowledge exchange, including a commitment to proactively engaging with the traditional Gaelic speaking communities.

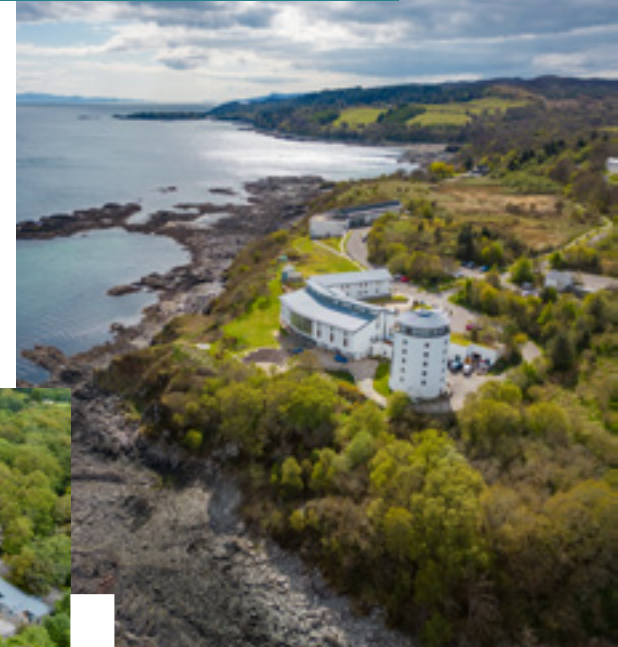
Area for development: research and knowledge exchange

Outcome: Full contribution to the body of knowledge pertaining to all elements of Gaelic language and culture

Key target: Over the period of the plan an increase in the number of research students studying for research degrees in Gaelic

Links to the high level aims as approved by Bòrd na Gàidhlig:

- + Promote the Gaelic research outcomes emanating from Sabhal Mòr Ostaig and the Language Sciences Institute



1. Teaching, learning, research and knowledge exchange (continued)

	Commitment	2023	2024	2025	2026	Lead
21	Working with key partners and stakeholders, we will produce a wide range of impactful research and knowledge exchange outputs in many aspects of Gaelic language and culture, including sociolinguistic, socioeconomic, cultural and historical dimensions.	✓	✓	✓	✓	Sabhal Mòr Ostaig, director of research; director of language sciences institute
22	Working with key stakeholders, we will undertake a range of research which relates to Gaelic usage within traditional Gaelic speaking areas, for example exploring how the use of Gaelic can be strengthened in the transition between family, education, community and the workforce.	✓	✓	✓	✓	Sabhal Mòr Ostaig, director of research; director of language sciences institute
23	We will increase the number of Gaelic research degree students at Sabhal Mòr Ostaig, UHI North, West and Hebrides and in the language sciences institute over the duration of this plan.	✓	✓	✓	✓	Sabhal Mòr Ostaig director of research; director of language sciences institute; dean of research head of graduate school
24	We will complete initial preparations to underpin a high-quality Gaelic submission to the next national research assessment exercise, currently scheduled for 2027. These will include staff development opportunities, the roll out of a sabbatical scheme for staff to prepare world-leading research outputs and support for grant capture.	✓	✓	✓	✓	Vice-principal (research and impact) Sabhal Mòr Ostaig; director of language sciences institute
25	We will lead and support the language sciences institute and ensure that agreed targets for research output are delivered in partnership with the Scottish Funding Council.	✓	✓	✓	✓	Director of language sciences institute/director of Soillse

2. Teaching, learning, research and knowledge exchange (continued) - The student experience

Ensuring that the student experience affirms the principle of equal respect for Gaelic and English.

Area for development: student experience

Overall outcome: All UHI students and alumni have awareness of UHI as a bilingual institution

Key target: Over the period of the plan an increase in the number of students studying for work based and work relevant qualifications using Gaelic, including in foundation and modern apprenticeships

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Equal respect: Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
- + Corporate parenting: that UHI 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.
- + Assist with increasing the use of Gaelic within UHI and across the UHI partnership in both formal and informal situations.



2. Teaching, learning, research and knowledge exchange (continued) - The student experience

	Commitment	2023	2024	2025	2026	Lead
26	Building on previous commitments, we will expand the range of student support web pages and materials available in Gaelic.	✓	✓	✓	✓	Dean of student experience
27	Careers and employability information and advice resources will continue to be available in Gaelic.	✓	✓	✓	✓	Dean of student experience
28	We will proactively engage with the Highlands and Islands Students' Association (HISA) as it develops and implements its own Gaelic language plan and policies.	✓	✓	✓	✓	HISA chief executive HISA president Dean of student experience
29	We will ensure that all students are aware that the 'Red Button' feedback mechanism can be used through the medium of Gaelic.	✓	✓	✓	✓	Dean of student experience
30	We will proactively ensure that students are aware that the complaints and academic appeals procedures can be used through the medium of Gaelic.	✓	✓	✓	✓	Dean of student experience

2. Teaching, learning, research and knowledge exchange (continued) - The student experience

	Commitment	2023	2024	2025	2026	Lead
31	We will continue to provide a downloadable Gaelic version of the student application form and accept direct applications to the UHI written in Gaelic for all courses, including our Gaelic language courses.	✓	✓	✓	✓	Dean of student experience; director of student recruitment and admissions
32	We will seek donor support for Gaelic students and seek to open new prizes and awards to Gaelic submissions.	✓	✓	✓	✓	Director of development and alumni engagement
33	As a corporate parent, UHI will ensure that all looked-after children and young people, and care leavers with Gaelic have opportunities to use Gaelic in their interactions with UHI.	✓	✓	✓	✓	Dean of student experience

3. Corporate communications

Promoting the bilingual identity of UHI.

Area for development: corporate communications

Outcome: the corporate communications arrangements will convey a strong sense of its Gaelic identity

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Equal respect: Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.
- + Active offering: practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic.
- + Third parties: ensure that arm's length executive organisations and other contractors help with the delivery of the Gaelic language plan.
- + Normalisation: Gaelic plan commitments are normalised within UHI structures over time, with opportunities to grow Gaelic within existing budgets constantly assessed.
- + Logo: aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.
- + Signage: prominent signage will include Gaelic and English as part of any renewal process.
- + Promotion: positive message that communication from the public in Gaelic is always welcome.
- + 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.
- + 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.
- + Public meetings: opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.
- + News releases: high-profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.
- + Social media: Gaelic content distributed regularly through social media, guided by the level of actual and potential users.
- + Website: Gaelic content should be available on the UHI website, with emphasis given to the pages with the highest potential reach.
- + Corporate publications: produced in Gaelic and English, with priority given to those with the highest potential reach.
- + 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.
- + The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced.
- + Gaelic place name advice from Ainmean-Àite na h-Alba is sought and used.
- + Assist with increasing the use of Gaelic across the UHI partnership in both formal and informal situations.

3. Corporate communications

	Commitment	2023	2024	2025	2026	Lead
34	We will ensure that our bilingual logo is used on our main website and that there is increased use of Gaelic in our corporate communications.	✓	✓	✓	✓	Director of corporate communications
35	Our corporate stationery, including letterheads, compliment slips and business cards, will continue to be fully bilingual.	✓	✓	✓	✓	Director of corporate communications
36	UHI logos are available in Gaelic-only, bilingual and English-only formats where appropriate. Many in the UHI partnership have adopted the bilingual format, particularly on signage, and we will continue to support and encourage them to do so.	✓	✓	✓	✓	Director of corporate communications; academic partner principals
37	On first installation or on renewal of signage, including digital signage and displays and temporary signage, we will install fully bilingual signage at UHI-owned or leased premises. Some academic partners have adopted a bilingual signage policy, and UHI will continue to support and encourage this practice. We will ensure that bilingual signage is installed at all academic partner campuses in the traditional Gaelic-speaking communities. <i>*with the exception of the Northern Isles</i>	✓	✓	✓	✓	Vice-principal operations; academic partner principals
38	We will ensure the place and importance of Gaelic remains a key focus in planned developments around branding and positioning associated with both the UHI identity, including individual partner identities*	✓	✓			Director of corporate communications

3. Corporate communications

	Commitment	2023	2024	2025	2026	Lead
39	All front of house staff have received Gaelic language training and greet visitors in Gaelic, and there is a bilingual message on the UHI main switchboard for out-of-hours callers. Visitors who wish to continue to communicate in Gaelic will continue to be directed to an appropriate staff member.	✓	✓	✓	✓	Vice-principal operations
40	We will continue to ensure that mail and emails received in Gaelic receive a response in Gaelic.	✓	✓	✓	✓	Director of corporate communications
41	UHI partnership-wide communications with staff, students and alumni will continue to be bilingual.	✓	✓	✓	✓	Director of corporate communications; dean of student experience Director of development and alumni engagement
42	Our events programme will feature at least one event through the medium of Gaelic each academic year.	✓	✓	✓	✓	Director of corporate communications
43	We will continue to ensure that all our display materials are bilingual and this practice will be encouraged throughout the academic partnership.	✓	✓	✓	✓	Director of corporate communications Director of development and alumni engagement
44	All high profile and Gaelic-related media releases will be produced bilingually.	✓	✓	✓	✓	Director of corporate communications
45	We will provide support to staff to ensure we can put forward a Gaelic spokesperson for media interviews and will promote these staff through our media experts' service.	✓	✓	✓	✓	Director of corporate communications

3. Corporate communications

	Commitment	2023	2024	2025	2026	Lead
46	Our corporate publications will be produced bilingually.	✓	✓	✓	✓	Director of corporate communications
47	UHI alumni and development office materials will be produced bilingually, including webpages, e-newsletters and any printed material.	✓	✓	✓	✓	Director of development and alumni engagement
48	We will continue to ensure that promotional materials for Gaelic-medium courses, including within the UHI prospectus, are produced in Gaelic only or bilingual format.	✓	✓	✓	✓	Director of student recruitment and admissions
49	We will expand our use of social media to increase the visibility of Gaelic and Gaelic related activities taking place across UHI. This will include student-generated content, posts, blogs and videos.	✓	✓			Director of corporate communications
50	We will use web analytics to identify priority pages for translation on our website, with priority given to information on Gaelic learning, Gaelic-medium provision and Gaelic-related matters.	✓	✓	✓	✓	Director of corporate communications
51	We will prioritise high profile and relevant content for bilingual presentation on the UHI website.	✓	✓	✓	✓	Director of corporate communications



4. Staffing

Encouraging and supporting all staff, regardless of their role, and wherever they are employed within the UHI partnership, to acquire and develop Gaelic language skills.

Area for development: staff development and staff recruitment

Overall outcome: There will be an increase in the number of staff learning and using Gaelic

Key targets: A year-on-year increase in the number of staff across our academic partnership who are studying Gaelic, including engaging with our Gaelic awareness provision

Links to the high-level aims as approved by Bòrd na Gàidhlig:

- + Internal audit: conduct an internal audit of Gaelic skills and training needs through the life of each plan.
- + Induction: knowledge of the Gaelic language plan included in new staff inductions.
- + Language training: Gaelic language skills training and development offered to staff, particularly in relation to implementing the Gaelic language plan.
- + Awareness training: Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and student-facing staff.
- + Recruitment: recognising and respecting Gaelic skills within the recruitment process. 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. Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.
- + Assist with increasing the use of Gaelic across the UHI partnership in both formal and informal situations.

4. Staffing

	Commitment	2023	2024	2025	2026	Lead
52	We will expand Gaelic learning and Gaelic awareness opportunities for employees, the university court and board members and Highlands and Islands Student Association staff. We will support this by developing an appropriate funding model for staff.	✓	✓	✓	✓	Chair, Comataidh Ghàidhlig
53	We will encourage our staff to consider the development of their Gaelic language skills as part of their yearly development reviews as appropriate.	✓	✓	✓	✓	Human resources practitioners group; director of strategic organisational and human resources
54	We will continue to provide and update an online interactive Gaelic resource (Gàidhlig dhutsa) which will be available to all staff and students. Staff are directed to the Speak Gaelic website for further learning opportunities.	✓	✓	✓	✓	Director of corporate communications
55	We will provide assistance to staff and students across the partnership to use Gaelic wherever possible, for example email signatures and out of office messages.	✓	✓	✓	✓	Director of corporate communications; academic partner principals
56	We will undertake a staff skills audit to gauge the Gaelic language proficiency and usage amongst staff and inform future Gaelic language skills development.			✓		Head of human resources; human resources practitioners' group
57	We will ensure that recruitment material for new UHI posts specifies Gaelic language proficiency as a desirable skill. We will ensure that at least one new post with Gaelic as an essential skill is designated or created within the lifetime of this edition of the plan.	✓	✓	✓	✓	Human resources practitioners group; director of strategic organisational and human resources
58	We will ensure that roles for which a proficiency in Gaelic is identified as essential are advertised bilingually and interviewed through the medium of Gaelic.	✓	✓	✓	✓	Human resources practitioners group; director of strategic organisational and human resources

Implementation and monitoring

Timetable

This Gaelic language plan will formally remain in force for a period of four years from the date it was approved by Bòrd na Gàidhlig. By no later than the end of this period we will review the plan, make such amendments as necessary and submit it to Bòrd na Gàidhlig for approval. UHI has set out individual target dates for each numbered commitment in the plan.

Publicising the plan

Our Gaelic language plan will be published bilingually in a prominent place on our website. In addition, we will devise a public relations strategy and plan to support its publication. This will include:

- + A media release announcing the approval and publication of the plan
- + Social media posts on a number of platforms
- + Media interviews to be offered in Gaelic and English, as appropriate
- + Information for staff, students and stakeholders about the new plan and how to access it

In line with good practice, we will not distribute hard copies of the plan, but will encourage stakeholders to view it online. However, we will respond positively to specific requests for a hard copy of the plan to be provided.

Approval of the plan

This plan is the policy of UHI and has been endorsed by Comataidh Gàidhlig, partnership council, academic council, and the UHI court.

Overall responsibility

The principal and vice-chancellor will have overall responsibility for ensuring UHI fulfils the commitments set out in this plan. Strategic oversight of the implementation of the plan has been devolved to the deputy principal (academic and research) in close collaboration with the principal of Sabhal Mòr Ostaig.

Our academic partners, notably Sabhal Mòr Ostaig and UHI North, West and Hebrides, have responsibility for progressing a number of the actions in the plan, especially in regard to higher education teaching, learning and research. Given that these actions are largely enabled by Scottish Funding Council funds, channelled through UHI and for which UHI is accountable, arrangements are in place for annual monitoring of the use of these funds throughout our academic partnership.

Staff members

UHI consists of several separate employers and therefore the exact arrangements for implementation will vary across the UHI partnership. Staff will be informed of their responsibilities



Implementation and monitoring

through a range of internal communication protocols. Line managers have a specific responsibility to ensure that they liaise with their staff to support the implementation of the commitments in the plan.

Services delivered by third parties

When we work with external organisations, we will make them aware of the Gaelic language plan and will seek to ensure that they engage with the principles of the plan, as appropriate.

Resourcing the plan

We will ensure that adequate funding is in place each year to meet our commitments under the plan. Where there is a need for additional funding, as a result of implementation of the plan, wherever this is affordable, we will identify the requisite costs in the budget process for each year, and ensure actions are budgeted for appropriately. External funding may be sought for individual projects.

Monitoring the implementation of the plan

The progress of the plan will be a standing item on the agenda of the UHI Comataidh Gàidhlig, which will have overall responsibility for monitoring and advising on the plan. It will also receive a detailed annual report on progress, which will then be

submitted to Bòrd na Gàidhlig. Comataidh Gàidhlig will also be responsible for aligning this plan, with those of UHI North, West and Hebrides, Sabhal Mòr Ostaig (recognising that Sabhal Mòr Ostaig has its own distinct role for the Scottish Government as the National Centre for Gaelic Language and Culture), and partners who develop aligned Gaelic language plans during the period of currency of this plan.

In addition, there will be an annual report on progress made against the commitments which will be considered by the UHI senior executive team and partnership council. The section of the annual report focusing on curriculum and research will be reviewed by academic council. Following internal consideration, the annual report will be sent to Bòrd na Gàidhlig.

The commitments within the plan are the overall targets for the plan and the reporting arrangements will comment on the extent to which each of these commitments has been delivered.

Additional performance targets, are embedded in the specific sections of the plan (1, 2 and 4).

Facal-toisich

Anns an eagraan seo, tha sinn a' daingneachadh an dealais a th' againn a bhith a' gabhail ris a' Ghàidhlig agus an cultar a bhuineas dhi gu for-ghnìomhach agus gu deimhinneach mar phàirt chudromach is luachmhor de chom-pàirteachas UHI, an dà chuid a thaobh a' ghnòthaich acadaimigich bhunaitich againn le teagasg is rannsachadh aig a theis-meadhan, agus ar fèin-aithne mar bhuidheann dhà-chànanach a tha freumhaichte sna coimhearsnachdan againn. Leis an dòigh-obrach ùraichte a th' againn a thaobh planadh na Gàidhlig bheirear taic do dh'amalachadh poileasaidh na Gàidhlig air feadh na buidhne agus cuirear an cèill gu soilleir an t-àrd-amas làidir againn a' Ghàidhlig agus an cultar aice a bhith fìor chudromach do UHI fhathast.

Tha na prìomhachasan, na geallaidhean agus na tòimhsean a tha air an cur an cèill ann an seo, sa cheathramh eagraan den phlana Gàidhlig againn, a' togail air na geallaidhean a thug sinn seachad san treas plana Gàidhlig againn, 2019-2022. Chaidh aire a thoirt air beachdan a fhuaras air ais o luchd-obrach, com-pàirteachas UHI, luchd-ùidhe taobh a-staigh is taobh a-muigh den bhuidhinn, buidhnean com-pàirteach, Bòrd na Gàidhlig agus am mòr-shluagh.

Thar cheann tha na geallaidhean sa phlana seo ag aithneachadh an uallaich phoblaich a th' oirnn mar bhuidheann sgìreil chudromach a bhith gu leantainneach ag adhartachadh na Gàidhlig agus a' chultair aice mar nì beò, smiorail taobh a-staigh den sgìre agus nas fhaide às.

Fàilte on Phrionnsapal is Iar-Sheansalair

Mar phrionnsapal agus iar-sheansalair eadar-amail UHI, tha e na thoileachas dhomh an ceathramh deasachadh den Phlana Ghàidhlig againn a chur fa ur comhair. Mar an aon stèidheachd treas ìre le rinndean farsaing air feadh na Gàidhealtachd is nan Eilean, Mhoireibh agus Siorrachd Pheairt, tha sinn moiteil às an dleastanas phoblach a th' againn inbhe na Gàidhlig àrdachadh agus bidh sinn a' gabhail gu for-ghnìomhach ris an uallach seo.

Anns na deasachaidhean den Phlana Ghàidhlig againn a bh' ann cheana, bha àrd-amasan a thaobh taic do dh'oileanaich, leasachadh a' churraicealaim agus rannsachadh, agus tha am plana seo a' cur an cèill an rùin-shuidhichte a th' oirnn às ùr a bhith a' togail air a h-uile rud a choilean sinn gus suidheachadh na Gàidhlig a neartachadh air feadh a' chom-pàirteachais againn. Tha am plana cuideachd a rèir a' phlana ro-innleachdail ùir againn. Tha e mar phàirt bhunaiteach den ghnìomh a chuir sinn romhainn a bhith ag iomain air aghaidh foghlam agus rannsachadh co-chruthaichte, agus ar cruth-tìre, ar dualchas agus ar cultaran gun samhail a' cur mathas ri sin. Cuiridh seo an spionnadh a th' againn gu feum agus suidhichidh e àrd-amasan ùra tarsainn chòig prìomh chuspairean ro-innleachdail: teagasg, ionnsachadh agus taic do dh'oileanaich; buaidh rannsachaidh agus ùr-ghnàthachaidh; iomairt agus fàs; seasmhachd àrainneachdail; agus sàr-mhathas obrachaidh. Seasaidh sinn cànan is cultar na Gàidhlig nar coimhearsnachdan tro churraicealam, rannsachadh agus fèin-fhiosrachaidhean nan oileanach agus aithnichidh sinn is taicidh sinn an iomadachd chànanach is cultarach a th' ann air feadh nan sgìrean againn.

Ri linn rèis a' phlana seo tha sinn suidhichte gun dèan sinn na leanas:

- + Fàs a thoirt air inbhe is faicsinneachd na Gàidhlig agus am feum a nithear dhith air feadh UHI,
- + Farsaingeachd mhòr-chuairteach de chothroman a sholar do luchd-obrach is oileanaich mothachadh a bhith aca air a' Ghàidhlig agus a bhith ag ionnsachadh na Gàidhlig,
- + A bhith a' dol an co-luadar gu for-ghnìomhach ris na coimhearsnachdan Gàidhlig againn agus na coimhearsnachdan againn de luchd-ionnsachaidh na Gàidhlig agus
- + Measadh a dhèanamh air na toraidhean a thaobh na Gàidhlig a tha an lùib buileachadh a' phlana seo.

Tha an eagan seo ag ath-aithris dealas soilleir a thaobh nam miannan is nan àrd-amasan a tha air an gabhail a-steach am Plana Nàiseanta na Gàidhlig agus Achd na Gàidhlig (Alba) 2005. Agus sinn ag aithneachadh an adhbhair bith acadaimigich bhunaitich againn, tha sinn, ann an aithghearrachd, làn dealasach a bhith a' cur gu leantainneach agus ann an dòigh chudromach ri àite na Gàidhlig ann an Albainn mar chànan smiorail, bheò is aigheach.

Tha mi a' cur ceathramh Plana Gàidhlig UHI fa ur comhair.



Vicki Nairn

Prionnsapal agus Iar-Sheansalair eadar-amail UHI

Ro-ràdh - Mu UHI

Is e stèidheachd ùr-ghnàthach, smiorail is fìor shònraichte a tha ann an UHI a tha a' gabhail a-steach foghlam adhartach is àrd-ìre, rannsachadh, agus iomlaid eòlais. Agus e air a stèidheachadh ann an dlùth chom-pàirteachas ris a' bhuidhinn leasachaidh sgìreil, lomairt na Gàidhealtachd 's nan Eilean, agus le fradharc nàiseanta is eadarnàiseanta air cùisean, is e bun-amas UHI buaidh chruth-atharrachail a thoirt air eaconamaidh na sgìre-obrachaidh againn agus na coimhearsnachdan a tha sinn a' seirbheiseachadh. Tha an raoin-obrachaidh againn gun choimeas san Rìoghachd Aonaichte, a thaobh a' mheud a th' oirre, a profaidhl deamografach, a cultaran, a cànairean is a dualachas, agus chaidh UHI a stèidheachadh a bhith a rèir seo. Leis gur ann aig cridhe na Gàidhealtachd a tha sinn air ar suidheachadh, tha sinn ag aithneachadh o chionn iomadh bliadhna gu bheil uallach poblach oirnn a bhith a' gabhail ris a' Ghàidhlig agus a cultar nar beatha is nar n-obair làitheil agus is e rud a tha sin a bhios sinn a' dèanamh le uabhar agus dealas.

A thaobh structar, is e com-pàirteachas a th' ann an UHI; lìonra de cholaistean is stèidheachdan rannsachaidh speisealaichte a tha air an acrachadh, ged a tha iad sgapte, sa Ghàidhealtachd is nan Eilean, Moireibh is Siorrachd Pheairt: o Shealtainn gu Earra-Ghàidheal agus o na h-Eileanan Siar gu Moireibh, pàirt dhiubh ann am bailtean, ach a' mhòrchuid ann an sgìrean dùthchail agus coimhearsnachdan eileanach. Tha UHI an dèidh Ro-innleachd Eileanach a thoirt a-steach a bhith a' cur an cèill mar a dh'oibricheas UHI le com-pàirtichean,

a leudachadh is a neartachadh nan gnìomhachdan aige air feadh Arcaibh, Shealtainn agus nan Eilean Siar.

Tha an t-aonta com-pàirteachais againn ann an UHI a' cur an cèill rèiteachaidhean a thaobh mar a cho-oibricheas sinn tarsainn farsaingeachd mhòr de ghnìomhachd acadaimigeach. Mar chom-pàirtiche ann an UHI, tha pàirt shònraichte air leth aig Sabhal Mòr Ostaig ri a cluich, mar an t-Ionad Nàiseanta airson Cànan is Cultar na Gàidhlig, le taic o Riaghaltas na h-Alba. Tha am planaichean Gàidhlig fhèin aig Sabhal Mòr Ostaig, UHI Tuath, an Iar agus Innse Gall, gach aon dhiubh, a chuireas an cèill dealas an stèidheachdan a thaobh na Gàidhlig. Tha pàirt aig Sabhal Mòr Ostaig ri a cluich ann a bhith a' taiceadh ghnìomhachdan Gàidhlig UHI, cho math ris an raon-obrach nàiseanta aige fhèin cuideachd airson leasachadh na Gàidhlig agus a cultar.

Tha ball de dh'àrd-sgioba riaghlaidh UHI is dleasnas gnìomhach aca a bhith a' marasglachadh plana Gàidhlig UHI agus bidh an neach aig a bheil an dreuchd seo ag obair an dlùth chom-pàirteachas le prionnsapal Shabhal Mòr Ostaig a tha na chathraiche air a' chomataidh Ghàidhlig againn cho math ri bhith a' cluich pàirt chudromach ann a bhith ag adhartachadh buileachadh a' phlana.

Tha oifigear Gàidhlig UHI na bhun-bhall den luchd-obrach agus dleasnas aige a bhith a' cuideachadh le leasachadh is cur-an-gnìomh phlana na Gàidhlig.

Ro-ràdh - An soirbheachadh againn leis a' Ghàidhlig

Tha a' Ghàidhlig fìghe fuaighte ann an dualchas, fèin-aithne nàiseanta agus beatha chultarach na h-Alba agus tha sinn rùn-shuidhichte gun cuir sinn ri sin ann an dòigh èifeachdach. Tha sinn dealasach a thaobh nan amasan a tha air an cur an cèill ann am planaichean Gàidhlig nàiseanta a' leantainn a chèile o chionn bhliadhnan mòra agus chuir sinn na structaran is na h-iomairtean riatanach nan àite gus an cuidich sinn a bhith a' dèanamh cinnteach gun e seasmhachd is soirbheachadh a bhios ron Ghàidhlig san àm ri teachd ann an Albainn agus a bhith ag aithneachadh, gu sònraichte, na pàirte a chluicheas an luchd-eilthreachd eadarnàiseanta againn.

Tha UHI ag aithneachadh gu bheil a' Ghàidhlig ann an suidheachadh a tha anabarrach cugallach agus tha sinn dealasach a bhith mar phàirt de cho-oidhirp le Riaghaltas na h-Alba, na h-earrainnean poblach is prìobhaideach, buidhnean coimhearsnachd agus daoine fa leth a dhèanamh cinnteach gum bi a' Ghàidhlig ga cleachdadh nas bitheanta le barrachd dhaoine ann am farsaingeachd nas motha de shuidheachaidhean. Thèid sinn gu for-ghnìomhach an co-luadar ri coimhearsnachdan Gàidhlig traidiseanta ann an cùisean a bhuineas ris na bun-ghnìomhan againn de rannsachadh is teagasg. B' e deagh eisimpleir dheth seo am pròiseact chaman a chaidh a chur fo sheòl gus am bithist fhathast a' dèanamh chaman, a tha mar phàirt de cho-obrachadh nas fharsainge eadar UHI agus Comann na Camanachd. Tha an dà bhuidhinn an dèidh an ainm a chur ri meòrachan co-thuigse a bhith ag obair còmhla a dh'fhiosrachadh chothroman a thaobh obair shaor-thoileach, gnàth-eòlas obrach, foghlam is trèanadh, coidseadh agus aire sa choimhearsnachd.

Is ann an 1999 a ghabh UHI ri poileasaidh Gàidhlig a' chiad uair. Chaidh a' chiad phlana Gàidhlig againn aontachadh le Bòrd na Gàidhlig air 24 Lùnastal 2010 is bha e a' toirt a-steach nam bliadhnan 2010-2014. Bho 2010, bha trì planaichean Gàidhlig eile ann agus thug sinn ceuman cudromach air aghaidh a thaobh na chithear is na chluinnear den Ghàidhlig sna seirbheisean againn do dh'oileanaich, luchd-obrach agus am mòr-shluagh, agus cuideachd tarsainn a' bhun-ghnothaich againn a thaobh a' churraicealaim is nan gnìomhachdan rannsachaidh againn. Mar seo, dh'adhartaich sinn am prionnsapal urram co-ionann a bhith air a thoirt don Ghàidhlig agus don Bheurla. Ann am farsaingeachd mhòr de raointean sa bheatha agus san obair againn, gu sònraichte ar fèin-aithne, margaideachd is conaltradh agus na dh'fhiosraicheas oileanaich, the e fìor gu dearbh gu bheil mòran de na geallaidhean a chuireadh an cèill an ciad phlana UHI an dèidh dol nam pàirt den obair làitheil againn.

Coltach ris a h-uile pàirt den chomann-shòisealta, b' fheudar dhuinn freagairt a thoirt gu sùbailte air galar lèir-sgaoilte COVID-19 agus bha e na phrìomhachas soilleir ri linn eagran a' phlana Gàidhlig mu dheireadh a dèanamh cinnteach gu bheil na h-oileanaich is an luchd-obrach làithreach air fad air an taiceadh gu math, agus atharrachaidhean reusanta gan dèanamh air ullachadh chùrsaichean. Chaidh seo aithris ri Bòrd na Gàidhlig, agus tha e air aontachadh gum bu chòir pàirt de na h-eileamaidean a bha sa phlana Gàidhlig mu dheireadh a ghiùlan thairis chun a' phlana làithrich seo.

Ro-ràdh - Na prìomhachasan againn sa Ghàidhlig

Tha eagraan a phlana Gàidhlig seo a' cur an cèill na chuir sinn romhainn a thaobh mar a chleachdas sinn a' Ghàidhlig ann a bhith a' coileanadh nan gnìomhan is nan seirbheisean againn, agus mar a chleachdas sinn a' Ghàidhlig an àm a bhith a' conaltradh ris a' mhòr-shluagh agus prìomh chom-pàirtichean. Tha cudrom ga chur air a' Ghàidhlig sa bhunghnothach againn de theagasg is rannsachadh, agus mar phàirt dheth seo an taic a bheir sinn do choimhearsnachdan Gàidhlig traidiseanta. Tha am plana cuideachd a' cur an cèill mar a dh'abhasticheas sinn, mar a dh'adhartaicheas sinn is mar a leasaicheas sinn a' Ghàidhlig, agus sinn a' togail air a' chonaltradh is na leasachaidhean soirbheachail a bh' ann gu ruige seo. Chaidh am plana Gàidhlig againn ullachadh a rèir shlatan-tomhais reachdail a tha air an cur sìos ann an Achd 2005 agus le aire air 'Plana Nàiseanta na Gàidhlig' agus an 'Stiùireadh a thaobh Planaichean Gàidhlig a Chruthachadh'.

A thaobh seo, tha am plana againn:

1. A' daingneachadh a' bhun-dleistanais againn a bhith a' taiceadh cleachdadh na Gàidhlig ann an suidheachaidhean neo-fhoirmeil is coimhearsnachdail, gu sònraichte ann an coimhearsnachdan Gàidhlig traidiseanta, ach gun a bhith cuingealaichte riutha sin,
2. Neartaichidh sinn cleachdadh na Gàidhlig tarsainn ar com-pàirteachais acadaimigich,
3. Tha e a rèir na follaiseachd mòire a th' aig a' Ghàidhlig gu poblach is gu poilitigeach ann an Albainn, agus an uallaich phoblaich shoilleir a th' oirnn a bhith a' toirt freagairt dhealasach air seo,
4. Tha e a' toirt a-steach a' chom-pàirteachais acadaimigich, aig an aon àm ri bhith ag aithneachadh an àite shònraichte aig Sabhal Mòr Ostaig mar an t-Ionad Nàiseanta airson Cànan is Cultar na Gàidhlig, agus,

5. Tha e a' neartachadh eileamaidean de dh'fhoghlam adhartach is àrd-ìre agus gnìomhachdan rannsachaidh is iomlaid eòlais Gàidhlig.

Tha sinn a' toirt seachad ceithir geallaidhean prìomhachasach san eagraan seo agus tha na geallaidhean seo a rèir nan amasan a tha air an cur an cèill am plana nàiseanta na Gàidhlig, a' gabhail a-steach na ro-innleachd nàiseanta airson foghlam Gàidhlig. Le chèile, tha iad a' comharrachadh cho dealasach is a tha sinn a bhith a' cluich pàirt chudromach ann a bhith a' dèanamh cinnteach gum bi a' Ghàidhlig seasmhach san àm ri teachd mar chànain bheò ann an Albainn:

1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais: a bhith a' neartachadh àite, faicsinneachd is cleachdadh na Gàidhlig am bunghnothach an oilthigh de theagasg, ionnsachadh, rannsachadh is iomlaid eòlais, a' gabhail a-steach dealas a bhith a' dol an co-luadar gu for-ghnìomhach ris na coimhearsnachdan Gàidhlig traidiseanta. Tha na prìomhachasan as cudromaiche san fharsaingeachd airson am plana Gàidhlig againn a liubhairt sna trì bliadhna ri tighinn a' buinteil ri bhith a' trusadh barrachd oileanaich, an dà chuid do na prògraman Gàidhlig làithreach aig Sabhal Mòr Ostaig agus UHI Tuath, an Iar, agus Innse Gall, agus a thaobh cothroman nas fheàrr a thaiceadh do luchd-obrach is oileanaich a bhith ag ionnsachadh Gàidhlig, gu sònraichte aig ìre luchd-tòiseachaidh. Thèid leudachadh a thoirt air na gnìomhachdan rannsachaidh againn gus an cuir sinn ann an dòigh làidir, dhiongalta ris a' bhunait eòlais nàiseanta mun Ghàidhlig agus an t-àite aice an comann-sòisealta na h-Alba. Mar phàirt den obair seo agus an co-chòrdadh ris an obair aig Sabhal Mòr Ostaig, UHI Innse Gall, a bha ann roimhe, agus Institiud Shaidheansan Cànan UHI, tha sinn ag iarraidh cumail oirnn a bhith an co-luadar ri coimhearsnachdan Gàidhlig traidiseanta.

Ro-ràdh - Na prìomhachasan againn sa Ghàidhlig

2. Na dh'fhiosraicheas oileanaich: a bhith a' dearbhadh gum bi na dh'fhiosraicheas oileanaich a' daingneachadh a' phrionnsapail de dh'urram co-ionann don Ghàidhlig agus don Bheurla. San earrainn seo togaidh sinn air na chaidh a choileanadh cheana gus am bi a' Ghàidhlig faicsinneach do na h-oileanaich air fad aig UHI, agus dhaibhsan a tha ag iarraidh a' chothruim a bhith a' conaltradh sa Ghàidhlig mar phàirt de na dh'fhiosraicheas iad. Nì sinn cinnteach cuideachd gum bi am prionnsapal seo an grèim a thaobh alumni UHI. Cumaidh sinn oirnn a' toirt taic do Chomann Oileanaich na Gàidhealtachd agus nan Eilean ann a bhith a' cur an gnìomh a' phlana Ghàidhlig aige fhèin aig an aon àm ri bhith ag aithneachadh is a' toirt urram don chomann oileanaich fa leth aig Sabhal Mòr Ostaig, Comann nan Oileanach.

3. Conaltraidhean corporra: a bhith ag adhartachadh fèin-aithne dhà-chànanach UHI tron obair trusadh oileanaich agus na conaltraidhean againn. Ma bhios a' Ghàidhlig nas fhollaisiche ann am brannd UHI cuiridh sin gu mòr ri inbhe na Gàidhlig agus mothachadh san fharsaingeachd air a' chànanan chan ann am measg bhuill de choimhearsnachdan ionadail a-mhàin, ach cuideachd am measg a' mhòr-shluaigh agus luchd-ùidhe. Thathar ag aithneachadh cuideachd, leis a' Ghàidhlig a bhith nas fhollaisiche mar seo sa ghnìomhachd seo, gun cuirear gu mòr ri inbhe na Gàidhlig agus mothachadh san fharsaingeachd air a' chànanan air feadh chom-pàirteachas UHI.

4. Luchd-obrach: a bhith a' brosnachadh is a' taiceadh an luchd-obrach air fad, ge sam bith dè an dreuchd a th' aca, agus ge sam

bith càit a bheil iad air am fastadh an com-pàirteachas UHI, sgilean Gàidhlig a thogail is a leasachadh. Gus am bi seirbheisean gan liubhairt tro mheadhan na Gàidhlig, eadhon aig ìre bhunaiteach fhèin, tha feum fàs a thoirt air sgilean obrach is sgilean cànan riatanach luchd-obrach. Le ionnsachadh cànan is mothachadh cànan a bhith air an solar do luchd-obrach cuidichear le bhith ag adhartachadh ionnsachadh na Gàidhlig am measg inbhich agus bidh a' Ghàidhlig air a h-adhartachadh mar sgil feumail san àite obrach. Le dreuchdan a bhith air an comharrachadh anns a bheil a' Ghàidhlig na sgil ainmichte cuirear gu mòr ri inbhe na cànanne agus ri bhith ga comharrachadh mar sgil feumail ri a thogail.

Tha na ceithir geallaidhean seo ag aithneachadh gu bheil iomadachd chànanach ann agus chan eil iad idir a' cur suarach chànannean is dualchainntean eile.

Tha UHI a' faighinn maoinachadh airson foghlam adhartach is àrd-ìre agus airson gnìomhachd rannsachaidh is iomlaid eòlais bho Chomhairle Mhaoineachaidh na h-Alba (CMA). An iomlaid airgead poblach, bithear a' toirt air adhart aonta thoraidhean bliadhnail eadarainn fhèin agus CMA gach bliadhna. Bidh an t-aonta thoraidhean seo an-còmhnaidh a' cur an cèill gu follaiseach an uallaich a tha sinn a' gabhail oirnn fhèin a bhith a' toirt a' phlana Ghàidhlig seo gu buil.

UHI

Plana Gàidhlig 2023-2026

Na bun-gheallaidhean againn



1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais

A bhith a' neartachadh àite is faicsinneachd na Gàidhlig agus am feum a nithear dhith ann am bun-ghnothach teagaisg, ionnsachaidh, rannsachaidh is iomlaid eòlais UHI, a' gabhail a-steach dealas a bhith a' dol an co-luadar gu for-ghnìomhach ris na coimhearsnachdan Gàidhlig traidiseanta.

Raon ri a leasachadh: teagasg, ionnsachadh is leasachadh a' churraicealaim

Toradh: Àrdachadh an àireamh luchd-ionnsachaidh na Gàidhlig aig a h-uile h-ìre ann an UHI

Prìomh thargaidean:

- + Meudachadh o bhliadhna gu bliadhna an àireamh luchd-ionnsachaidh na Gàidhlig aig a h-uile h-ìre.
- + Meudachadh o bhliadhna gu bliadhna an àireamh nan oileanach a tha ag ionnsachadh airson theisteanasan ann am foghlam tòiseachail do luchd-teagaisg tro mheadhan na Gàidhlig.
- + Meudachadh o bhliadhna gu bliadhna an àireamh nan oileanach a tha ag ionnsachadh airson theisteanasan leasachaidh dhreuchdail leantainnich ann am foghlam tro mheadhan na Gàidhlig.

Ceanglaichean ris na h-amasan àrd-ìre mar a chaidh aontachadh le Bòrd na Gàidhlig:

- + Cuideachadh le bhith a' toirt fàs air cleachdadh na Gàidhlig taobh a-staigh UHI agus tarsainn ar com-pàirteachais ann an suidheachaidhean foirmeil agus neo-fhoirmeil.
- + A bhith a' brosnachadh barrachd luchd-ionnsachaidh ann an raon-obrachaidh UHI a bhith a' leantainn chùrsaichean Gàidhlig a tha ri am faighinn air feadh chom-pàirteachas UHI.
- + Meudachadh a thoirt air farsaingeachd is so-fhaotainneachd nam modalan agus nan cùrsaichean a thathar a' tabhann tro mheadhan na Gàidhlig, cho math ri àireamh nan daoine a tha gan leantainn, feuch am bi barrachd de luchd-ionnsachaidh na Gàidhlig ann aig gach ìre sa chom-pàirteachas acadaimigeach.
- + Fios agus brosnachadh a thoirt do dh'oileanaich a tha ann mu thràth agus a tha a' dèanamh farsaingeachd mhòr de chùrsaichean nach eil tro mheadhan na Gàidhlig feuch an clàraich iad airson nam modalan/cùrsaichean sin agus feadhainn a th' ann mu thràth.
- + Meudachadh a thoirt air cothroman tarsainn chom-pàirteachas UHI air teagasg aghaidh-ri-aghaidh feasgair sa choimhearsnachd aig ìre luchd-tòiseachaidh mar thaic do sgilean Gàidhlig agus barrachd cleachdaidh ann an diofar choimhearsnachdan.
- + Sùil a chumail air ìrean adhartachaidh mhodalan agus chùrsaichean Gàidhlig tarsainn com-pàirteachas UHI agus àireamhan nan daoine a tha gan leantainn. Fuasgladh a thoirt air cnapan-starra sam bith a dh'fhaodadh èirigh.
- + A bhith a' leantainn oirnn ag obair le com-pàirtichean gus buannachdan ionnsachadh na Gàidhlig a chur air shùilibh do dhaoine air feadh raon-obrachaidh UHI

1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais

	Gealladh	2023	2024	2025	2026	Lead
1	Leasaichidh sinn cothroman do luchd-ionnsachaidh Gàidhlig às a raoin obrachaidh againn air fad a bhith a' leantainn orra bhon sgoil chun foghlam adhartach agus bho sin chun foghlam àrd-ìre, le bhith a' cleachdadh caochladh dhòighean teagaisg, a' gabhail a-steach mhodhan air-loidhne is aghaidh-ri-aghaidh.	✓	✓	✓	✓	Sabhal Mòr Ostaig; UHI Tuath, an Iar agus Innse Gall; deadhan nan ealain, nan daonnachdan is gnothachais
2	Bheir sinn taic gu for-ghnìomhach do chleachdadh na Gàidhlig ann an suidheachaidhean coimhearsnachd neo-fhoirmeil, gu sònraichte ann an coimhearsnachdan eileanach is dùthchail, tro bhith a' solar farsaingeachd de chothroman ionnsachaidh is iomairtean coimhearsnachdail. Sna h-Eileanan Siar, agus air taobh siar na Gàidhealtachd, oibrichidh sinn a shoirbheachadh sgeama meantoraidd Gàidhlig agus clasaichean còmhraidh coimhearsnachdail neo-fhoirmeil air-loidhne. Ni sinn cinnteach cuideachd gum bi cothroman ann a bhith a' leantainn air adhart bho na cùrsaichean seo chun a' phortfòilio làithrich againn de chùrsaichean nas susbaintiche air-loidhne agus aghaidh ri aghaidh.	✓	✓	✓	✓	UHI Tuath, an Iar agus Innse Gall; Sabhal Mòr Ostaig
3	Tairgidh sinn cùrsaichean cànan Gàidhlig goirid air-loidhne agus aghaidh ri aghaidh do phàrantan cloinne ann am foghlam tro mheadhan na Gàidhlig tarsainn na sgìre againn a' dol o luchd-tòiseachaidh chun luchd-ionnsachaidh adhartach, agus a' gabhail a-steach sgìlean litearrachd sa Ghàidhlig do dh'fhileantaich. Oibrichidh sinn cuideachd gus dèanamh cinnteach gum bi cothroman ann a bhith a' leantainn air adhart bho na cùrsaichean seo chun a' phortfòilio làithrich againn de chùrsaichean nas susbaintiche air-loidhne agus aghaidh ri aghaidh a tha gan ruith tro Shabhal Mòr Ostaig agus UHI Tuath, an Iar agus Innse Gall. Gu sònraichte, ag obair ann an com-pàirteachas ri Comhairle nan Eilean Siar, bheir sinn taic do phrògram Gàidhlig an Toiseach an ùghdarrais ionadail.	✓	✓	✓	✓	UHI Tuath, an Iar agus Innse Gall; Sabhal Mòr Ostaig; UHI Inbhir Nis
4	Stèidhichidh sinn prògram de chothroman ionnsachadh Gàidhlig sa choimhearsnachd ann an Inbhir Nis agus na sgìrean timcheall oirre. Ni sinn cinnteach cuideachd gum bi cothroman ann a bhith a' leantainn air adhart chun a' phortfòilio làithrich againn de chùrsaichean nas susbaintiche air-loidhne agus aghaidh ri aghaidh a tha gan ruith le Sabhal Mòr Ostaig agus UHI Tuath, an Iar agus Innse Gall.	✓	✓	✓	✓	UHI Inbhir Nis
5	Obraichidh sinn le UHI Inbhir Nis gus Plana Cultarach Gàidhlig a chruthachadh feuch am bi UHI Inbhir Nis mar àite airson tachartasan cultarach Gàidhlig an sgìrean Inbhir Nis, a bhrosnachadh com-pàirteachadh is mac-meanmna sa chànan agus na h-eileamaidean cultarach a bhuineas dhi. Thathar am fiughair gum bi seo air an aon ràmh ri cothroman ionnsachadh Gàidhlig sa choimhearsnachd an sgìre Inbhir Nis, agus daoine a bhith a' leantainn orra chun a' phortfòilio làithrich againn de chùrsaichean nas susbaintiche air-loidhne agus aghaidh ri aghaidh a tha gan ruith tro Shabhal Mòr Ostaig agus UHI Tuath, an Iar agus Innse Gall.	✓	✓	✓	✓	UHI Inbhir Nis

1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais

	Commitment	2023	2024	2025	2026	Lead
6	Leanaidh Sabhal Mòr Ostaig agus UHI Tuath, an Iar agus Innse Gall orra a bhith ag ath-sgrùdadh is a' dealbhadh cùrsaichean digiteach ùra sa Ghàidhlig, mar eisimpleir tionndadh air-loidhne de dh'Ùlpan, agus obair a bhios co-cheangailte ris an iomairt 'Speak Gaelic'.	✓	✓	✓	✓	Sabhal Mòr Ostaig UHI Tuath, an Iar agus Innse Gall
7	Sna h-Eileanan Siar, neartaichidh sinn an com-pàirteachas a th' againn ri Ceòlas.	✓	✓	✓	✓	UHI Tuath, an Iar agus Innse Gall
8	Ath-dhealbhadh sinn na ceuman fo-cheuma san sgeama Ghàidhlig is chuspairean co-cheangailte feuch an toirear fàs air àireamhan nan oileanach ann an Sabhal Mòr Ostaig agus UHI Tuath, an Iar agus Innse Gall.	✓				Cathraiche, an sgeama Ghàidhlig agus chuspairean co-cheangailte; ceannard lionra chuspairean na Gàidhlig
9	Gus meudachadh a thoirt air àireamh an luchd-teagaisg tro mheadhan na Gàidhlig a tha a' teagasg ann am foghlam tro mheadhan na Gàidhlig, nì sinn ùrachadh is ath-fhòcasachadh air a' mhargaideachd airson prògram an dioplòma phroifeiseanta do cheumnaichean againn ann am foghlam (tro mheadhan na Gàidhlig), a' dèanamh feum de mheadhanan sòisealta leithid Facebook agus Twitter, agus fios ga chur chun Bhòrd na Gàidhlig agus Foghlam Alba gus am pàirtich iad fiosrachadh agus gus an toir iad ath-iomradh air Twitter. Thèid am prògram a shanasachadh cuideachd tro LUIG (Lìonra nan Ùghdarrasan Ionadail Ghàidhlig) gus an amaisear air daoine a dh'fhaodadh a bhith nan tagraichean a tha ag obair ann an dreuchdan eile ann am foghlam.	✓	✓	✓	✓	Ceannard foghlam luchd-teagaisg Shabhal Mòr Ostaig; ceannard foghlam luchd-teagaisg; ceannard lionra chuspairean na Gàidhlig
10	Obraichidh sinn ann an com-pàirteachas le Bòrd na Gàidhlig, Comhairle na Gàidhealtachd, Comhairle nan Eilean Siar, agus Comhairle Earra-Ghàidheil is Bhòid gus co-iomairt a chruthachadh agus a chur an gnìomh a bheir àrdachadh air àireamh nan tagraidhean airson an ullachadh againn ann am Foghlam Luchd-teagaisg tro Mheadhan na Gàidhlig. Cruthaichidh sinn plana gus neartachadh a thoirt air na cothroman a th' ann an-dràsta air ullachadh FTLT tro Mheadhan na Gàidhlig (PGDE) taobh a-muigh UHI Tuath, an Iar agus Innse Gall agus Sabhal Mòr Ostaig, a' gabhail a-steach UHI Earra-Ghàidheil, UHI Inbhir Nis, UHI Peairt.		✓	✓	✓	Ceannard foghlam luchd-teagaisg Shabhal Mòr Ostaig; ceannard foghlam luchd-teagaisg; ceannard lionra chuspairean na Gàidhlig
11	Cuiridh sinn barrachd cudrom air àite na Gàidhlig ann am poileasaidh cànanain nàiseanta sa phrògram PGDE bun-sgoile tro mheadhan na Beurla o 2021- 22, agus tairgidh sinn taic a bharrachd do luchd-ionnsachaidh na Gàidhlig.	✓	✓	✓	✓	Ceannard foghlam luchd-teagaisg Shabhal Mòr Ostaig; ceannard foghlam luchd-teagaisg; ceannard lionra chuspairean na Gàidhlig

1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais

	Commitment	2023	2024	2025	2026	Lead
12	Oibrichidh sinn a dh'ionnsaigh PGDE pàirt-ùine ùr tro mheadhan na Gàidhlig, a bheir leudachadh air a' chothrom a th' ann do thagraichean a tha ag iarraidh teagasg ann am foghlam tro mheadhan na Gàidhlig.	✓	✓			Ceannard foghlam luchd-teagaisg Shabhal Mòr Ostaig; ceannard foghlam luchd-teagaisg; ceannard lionra chuspairean na Gàidhlig
13	Stèidhichidh sinn slighe fho-cheum ceithir bliadhna ùr do luchd-teagaisg bun-sgoile agus àrd-sgoile ann an 2023 gus am bi slighe dhìreach a-steach do dh'fhoghlam tro mheadhan na Gàidhlig ann dhaibhsan a tha a' fàgail na sgoile agus ag atharrachadh an dreuchd.	✓				Ceannard foghlam luchd-teagaisg Shabhal Mòr Ostaig; ceannard foghlam luchd-teagaisg; ceannard lionra chuspairean na Gàidhlig
14	Stèidhichidh sinn MEd ùr ann am Foghlam Gàidhlig ann an 2023. Thèid am prògram seo a theagasg agus a mheasadh anns a' Ghàidhlig agus e a' tairgsinn structar nàiseanta do gach uile neach-teagaisg tro mheadhan na Gàidhlig a bhith a' gabhail pàirt ann an ionnsachadh dreuchdail fad an cùrsa-obrach.	✓				Ceannard foghlam luchd-teagaisg Shabhal Mòr Ostaig; ceannard foghlam luchd-teagaisg; ceannard lionra chuspairean na Gàidhlig
15	Obraichidh sinn le Sabhal Mòr Ostaig, UHI Tuath, an Iar agus Innse Gall ann a bhith a' toirt leudachadh air an fharsaingeachd de phrògraman creideasachta Gàidhlig air an dealbhadh airson farsaingeachd mhòr de dh'àrainneachdan àite obrach, le cudrom sònraichte air coimhearsnachdan eileanach is dùthchail, a' gabhail a-steach a bhith a' dealbhadh farsaingeachd de phreantasachdan bun-ìre agus preantasachdan ùr-nòsach taobh a-staigh den Ghàidhlig, le taic o Leasachadh Sgilean na h-Alba.	✓	✓	✓	✓	UHI Tuath, an Iar agus Innse Gall, Sabhal Mòr Ostaig
16	Bheir sinn taic do Shabhal Mòr Ostaig a bhith a' neartachadh an ullachaidh aige tro mheadhan na Gàidhlig do phroifeiseantaich slàinte, bhliadhnaichean tràthail agus cùram cloinne, a' gabhail a-steach ullachadh SVQ agus teisteanasan creideasachta eile ann am bliadhnaichean tràthail/ cùram cloinne. Cruthaichidh sinn prògram de chùrsaichean goirid do luchd-obrach cùraim/luchd-obrach slàinte/ luchd-obrach bhliadhnaichean tràthail, a' toirt aire gu sònraichte air ullachadh sna h-Eileanan Siar.	✓				Stiùiriche foghlaim Shabhal Mòr Ostaig; ceannardan lionraidhean chuspairean UHI Tuath, an Iar agus Innse Gall

1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais

	Commitment	2023	2024	2025	2026	Lead
17	<p>Leasaichidh sinn an t-ullachadh againn aig ìre ceuma gus a' Ghàidhlig a neartachadh tarsainn a' churraicealaim foghlaim àrd-ìre le bhith:</p> <p>i. A' leudachadh an raoin de phrògraman a tha a' tabhann 'Gàidhlig do Luchd-ionnsachaidh' mar roghainn far a bheil fianais air iarratas le oileanaich, mar a mheasar tro àireamh nan oileanach a chlàraich roimhe airson prògraman sònraichte.</p> <p>ii. A' stèidheachadh mothachadh air a' Ghàidhlig ann am farsaingeachd nas motha de phrògraman, gu h-àraidh san ullachadh foghlam àrd-ìre againn sna gnìomhachasan cruthachail.</p>		✓			Ceannardan prògram; ceannardan lìonraidhean chuspairean; deadhan nan ealain, nan daonnachdan agus gnothachais
18	San ullachadh foghlam treas ìre againn ann an turasachd is dualchas, agus a' togail air pileat soirbheachail, ruithidh sinn cùrsaichean goirid ann an Gàidhlig agus turasachd is dualchas a chuireas ri profaidhl a' churraicealaim againn agus a neartaicheas faicsinneachd na Gàidhlig.		✓			Ceannardan prògram; ceannardan lìonraidhean chuspairean; deadhan nan ealain, nan daonnachdan agus gnothachais
19	Ann am prògraman ìre ceuma Gàidhlig, nì sinn cinnteach gun tèid Gàidhlig a chleachdadh ann an sgrìobhainnean fèin-mheasaidh phrògraman is mhodalan agus sa phròiseas bùird dheuchainnean airson na Gàidhlig.	✓	✓	✓	✓	Ceannard an sgeama Ghàidhlig is chuspairean co-cheangailte; neach-clàraidh acadaimigeach
20	Thèid geàrr-chunntas air dàta measaidh a thaobh àireamhan oileanaich foghlam adhartach is àrd-ìre agus coileanadh oileanaich air cùrsaichean Gàidhlig aithris do chomataidhean iomchaidh gach bliadhna airson ath-sgrùdadh is gnìomhachadh.	✓	✓	✓	✓	Ceannard an sgeama Ghàidhlig is chuspairean co-cheangailte agus ceannardan prògram iomchaidh taobh a-staigh den lìonra chuspairean

1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais (a' leantainn)

A bhith a' neartachadh àite is faicsinneachd na Gàidhlig agus am feum a nithear dhith ann am bun-ghnothach teagaisg, ionnsachaidh, rannsachaidh is iomlaid eòlais UHI, a' gabhail a-steach dealas a bhith a' dol an co-luadar gu for-ghnìomhach ris na coimhearsnachdan Gàidhlig traidiseanta.

Raon ri a leasachadh: rannsachadh is iomlaid eòlais

Toradh: A bhith a' cur gu h-iomlan ris an stòras eòlais a thaobh a h-uile h-eileamaid den Ghàidhlig agus a cultar

Prìomh thargaid: Ri linn rèis a' phlana meudachadh an àireamh nan oileanach rannsachaidh a tha ag ionnsachadh airson cheuman rannsachaidh sa Ghàidhlig.

Ceanglaichean ris na h-amasan àrd-ìre mar a chaidh aontachadh le Bòrd na Gàidhlig

✚ Adhartachadh a dhèanamh air na toraidhean rannsachaidh a thaobh na Gàidhlig a thig à Sabhal Mòr Ostaig agus Institiud nan Saidheansan Cànain.



1. Teagasg, ionnsachadh, rannsachadh is iomlaid eòlais (a' leantainn)

	Commitment	2023	2024	2025	2026	Lead
21	Agus sinn ag obair le prìomh chom-pàirtichean is luchd-ùidhe, cuiridh sinn a-mach farsaingeachd mhòr de thoraidhean rannsachaidh is iomlaid eòlais buadhach ann an iomadh eileamaid den Ghàidhlig agus a cultar, a' gabhail a-steach rinn dealan sòiseo-chànanach, sòiseo-eaconamach, cultarach is eachdraidheil.	✓	✓	✓	✓	Sabhal Mòr Ostaig, stiùiriche rannsachaidh; stiùiriche institiud nan saidheansan cànan
22	Agus sinn ag obair le prìomh luchd-ùidhe, gabhaidh sinn os làimh farsaingeachd de rannsachadh a thaobh chleachdadh na Gàidhlig ann an sgìrean far a bheil a' Ghàidhlig ga bruidhinn gu traidiseanta, mar eisimpleir a' sgrùdadh mar a ghabhas cleachdadh na Gàidhlig neartachadh san eadar-ghluasad eadar an teaghlach, foghlam, a' choimhearsnachd agus an fheachd-obrach.	✓	✓	✓	✓	Sabhal Mòr Ostaig, stiùiriche rannsachaidh; stiùiriche institiud nan saidheansan cànan
23	Cuiridh sinn ri àireamh nan oileanach air ceuman rannsachaidh sa Ghàidhlig aig Sabhal Mòr Ostaig, UHI Tuath, an Iar agus Innse Gall agus ann an institiud nan saidheansan cànan ri linn rèis a' phlana seo.	✓	✓	✓	✓	Stiùiriche rannsachaidh Shabhal Mòr Ostaig; stiùiriche institiud nan saidheansan cànan; deadhan an rannsachaidh; ceannard na sgoile cheumnaichean
24	Cuiridh sinn crìoch air ullachaidhean tòiseachail mar bhunait do thagradh Gàidhlig de chàileachd àrd san ath eacarsaich measadh rannsachaidh nàiseanta, a tha sa bheirt an-dràsta airson 2027. Bidh iad sin a' gabhail a-steach cothroman leasachadh luchd-obrach, sgeama sàbaideach a bhith air a thoirt a-steach gus an ullachadh luchd-obrach toraidhean rannsachaidh a bhios air thoiseach aig an ìre chruinneil agus taic airson glacadh thabhartasan.	✓	✓	✓	✓	Iar-phrionnsapal (rannsachaidh is buaidhe) Sabhal Mòr Ostaig; stiùiriche institiud nan saidheansan cànan
25	Stiùiridh is taicidh sinn institiud nan saidheansan cànan agus nì sinn cinnteach gum bi targaidean aontaichte airson thoraidhean rannsachaidh air an liubhairt an com-pàirteachas ri Comhairle Maoinachaidh na h-Alba.	✓	✓	✓	✓	Director of language sciences institute/director of Soillse

2. Na dh'fhiosraicheas oileanaich

A bhith a' dèanamh cinnteach gum bi na dh'fhiosraicheas oileanaich a' daingneachadh a' phrionnsapail de dh'urram co-ionann don Ghàidhlig is don Bheurla

Raon ri a leasachadh: na dh'fhiosraicheas oileanaich

Toradh: Gum bi mothachadh aig oileanaich is alumni UHI air fad air UHI mar stèidheachd dhà-chànanach

Prìomh thargaid: Ri linn rèis a' phlana meudachadh an àireamh nan oileanach a tha ag ionnsachadh airson theisteanasan a tha stèidhichte air obair agus a bhuineas ri obair a' dèanamh feum den Ghàidhlig, a' gabhail a-steach ann am preantasachdan bun-ìre agus ùr-nòsach

Ceanglaichean ris na h-amasan àrd-ìre mar a chaidh aontachadh le Bòrd na Gàidhlig:

- + Urram co-ionann: gealltanasan sa phlana Ghàidhlig air an coileanadh gu ìre cho-ionann san dà chuid Gàidhlig agus Beurla.
- + Pàrantachd chorpóra: gu bheil UHI mothachail air dleastanasan pàrant corpóra a bhith a' dèanamh cinnteach gum faigh clann is daoine òga fo chùram agus luchd-fàgail cùram le Gàidhlig na h-aon chothroman 's a gheibh an fheadhainn aig a bheil cànanan eile.
- + Cuideachadh le bhith a' toirt fàs air cleachdadh na Gàidhlig taobh a-staigh UHI agus tarsainn chom-pàirteachas UHI ann an suidheachaidhean foirmeil agus neo-foirmeil.



2. Na dh'fhiosraicheas oileanaich

	Commitment	2023	2024	2025	2026	Lead
26	A' togail air geallaidhean a rinneadh cheana, bheir sinn leudachadh air an fharsaingeachd de dhuilleagan-lìn is stuthan taice do dh'oileanaich a tha ri am faotainn sa Ghàidhlig.	✓	✓	✓	✓	Deadhan eòlas oileanaich
27	Bidh fiosrachadh is goireasan comhairle a thaobh dhreuchdan is so-fhastachd fhathast ri am faotainn sa Ghàidhlig.	✓	✓	✓	✓	Deadhan eòlas oileanaich
28	Thèid sinn gu for-ghnìomhach an co-luadar ri Comann Oileanaich na Gàidhealtachd agus nan Eilean (HISA) agus e a' dealbhadh is a' cur an gnìomh a' phlana is nam poileasaidhean Gàidhlig aige fhèin.	✓	✓	✓	✓	Àrd-oifigear gnìomha HISA; ceann-suidhe HISA; Deadhan eòlas oileanaich
29	Nì sinn cinnteach gum bi fhios aig a h-uile h-oileanach gun gabh ball-acainn fios-air-ais a' 'Phutain Dheirg' uisneachadh tro mheadhan na Gàidhlig.	✓	✓	✓	✓	Deadhan eòlas oileanaich
30	Nì sinn cinnteach gu for-ghnìomhach gum bi fhios aig oileanaich gun gabh modhan-obrach ghearanan agus ath-thagraidhean acadaimigeach uisneachadh tro mheadhan na Gàidhlig.	✓	✓	✓	✓	Deadhan eòlas oileanaich

2. Na dh'fhiosraicheas oileanaich

	Commitment	2023	2024	2025	2026	Lead
31	Leanaidh sinn oirnn a bhith a' solar tionndadh Gàidhlig ri a luchdachadh a-nuas den fhoirm tagraidh do dh'oileanaich agus gabhaidh sinn ri tagraidhean dìreach gu UHI sgrìobhte sa Ghàidhlig airson a h-uile cùrsa, a' gabhail a-steach ar cùrsaichean Gàidhlig.	✓	✓	✓	✓	Deadhan eòlas oileanaich; stiùiriche trusadh is toirt a-steach oileanaich
32	Siridh sinn taic bho luchd-tabhartais do dh'oileanaich Ghàidhlig is feuchaidh sinn ri duaisean ùra fhosgladh do thagraidhean Gàidhlig.	✓	✓	✓	✓	Stiùiriche leasachaidh agus com-pàirteachadh alumni
33	Mar phàrant corporra, nì UHI cinnteach gum bi cothroman aig clann agus daoine òga air fad a tha fo chùram, agus luchd-fàgail cùraim le Gàidhlig, air Gàidhlig a chleachdadh nan eadar-obrachadh le UHI.	✓	✓	✓	✓	Deadhan eòlas oileanaich

3. Conaltraidhean corporra

A bhith ag adhartachadh fèin-aithne dhà-chànanach UHI.

Raon ri a leasachadh: conaltraidhean corporra

Toradh: bidh na rèiteachaidhean a thaobh chonaltraidhean corporra a' cur fèin-aithne Ghàidhlig an cèill gu làidir

Ceanglaichean ris na h-amasan àrd-ìre mar a chaidh aontachadh le Bòrd na Gàidhlig:

- + Treas pàrtaidhean: a bhith a' dèanamh cinnteach gu bheil buidhnean-gnìomha tacan às agus cunnradair eile a' cuideachadh le libhrigeadh a' phlana Ghàidhlig.
- + Àbhaisteachadh: bithear ag àbhaisteachadh gheallaidhean a' phlana Ghàidhlig taobh a-staigh structaran UHI ri ùine, agus sìor mheasadh ga dhèanamh air cothroman a bhith a' toirt fàs air a' Ghàidhlig taobh a-staigh nam buidseatan a th' ann mar-thà.
- + Suaicheantas: amas a bhith ann an suaicheantas corporra a chur san dà chuid Ghàidhlig agus Beurla aig a' chiad chothrom agus mar phàirt de phròiseas ùrachaidh sam bith.
- + Sanasan: bidh Ghàidhlig agus Beurla air na sanasan follaiseach mar phàirt de phròiseas ùrachaidh sam bith.
- + Brosnachadh: teachdaireachd dheimhinneach gu bheil fàilte an-còmhnaidh air conaltradh bhon phoball sa Ghàidhlig.
- + Conaltradh sgrìobhte: gabhar an-còmhnaidh ri conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) agus gheibhear freagairtean sa Ghàidhlig a rèir a' phoileasaidh choitcheinn.
- + Fàilteachas agus fòn: far a bheil luchd-obrach le Gàidhlig comasach air an t-seirbheis seo a thoirt seachad, gheibh iad taic gus sin a dhèanamh agus thèid an t-seirbheis a shanasachadh don phoball.
- + Coinneamhan poblach: bithear a' rannsachadh agus a' brosnachadh chothroman gus coinneamhan poblach a chumail san dà chànan no sa Ghàidhlig gu cunbhalach.
- + Brathan-naidheachd: bidh brathan-naidheachd àrd-fhollaiseachd agus a h-uile brath-naidheachd co-cheangailte ris a' Ghàidhlig air an cur a-mach an dà chuid sa Ghàidhlig agus sa Bheurla.
- + Na meadhanan sòisealta: susbaint Ghàidhlig air a sgaoileadh gu cunbhalach tro na meadhanan sòisealta, a rèir àireamhan an luchd-chleachdaidh a th' ann agus a dh'fhaodadh a bhith ann.
- + Làrach-lìn: bu chòir susbaint Ghàidhlig a bhith ri a faotainn air làrach-lìn UHI, agus cuideam ga chur air na duilleagan as fhaide a ruigeas.
- + Foillseachaidhean corporra: air an dèanamh ann an Ghàidhlig agus Beurla, agus prìomhachas ga thoirt dhaibhsan as fhaide a ruigeas.
- + Taisbeanaidhean: bu chòir sgrùdadh a dhèanamh gu cunbhalach air cothroman taisbeanaidhean poblach a libhrigeadh gu dà-chànanach no sa Ghàidhlig, agus prìomhachas ga thoirt dhaibhsan as motha comas buaidh a bhith aca.
- + Thèid na Gnàthasan Litreachaidh Ghàidhlig as ùire a leantainn a thaobh gach stuth sgrìobhte a chruthaicheas an t-oilthigh.
- + Bithear a' sireadh agus a' cleachdadh comhairle mu ainmean-àite Ghàidhlig bho Ainmean-Àite na h-Alba.
- + Cuideachadh le bhith a' toirt fàs air cleachdadh na Ghàidhlig taobh a-staigh UHI agus tarsainn chom-pàirteachais UHI ann an suidheachaidhean foirmeil agus neo-fhoirmeil.

3. Conaltraidhean corporra

	Commitment	2023	2024	2025	2026	Lead
34	Nì sinn cinnteach gum bi an suaicheantas dà-chànanach againn ga chleachdadh air a' phrìomh làrach-lìn againn agus gum bi barrachd feuma air a dhèanamh den Ghàidhlig sa chonaltradh chorporra againn.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
35	Bidh a' phàipearachd chorporra againn, a' gabhail a-steach cinn-litreach, bileagan-dùrachd is cairtean gnothachais, làn dà-chànanach fhathast.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
36	Tha suaicheantasan UHI ri am faotainn ann an cruthan Gàidhlig a-mhàin, dà-chànanach agus Beurla a-mhàin mar as iomchaidh. Tha mòran an com-pàrteachas UHI an dèidh gabhail ris a' chruth dhà-chànanach, gu sònraichte air sanasan, agus cumaidh sinn oirnn gan taiceadh is gam brosnachadh a bhith a' dèanamh sin.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra; prionnsapalan nan com-pàirtichean acadaimigeach
37	An àm sanasan a bhith gan cur nan àite an toiseach no gan ath-nuadhachadh, a' gabhail a-steach sanasan is taisbeanaidhean digiteach agus sanasan sealach, cuiridh sinn sanasan làn dà-chànanach nan àite air làraichean a bhuineas do UHI no a tha air an gabhail air aonta aig UHI. Tha cuid de na com-pàirtichean acadaimigeach an dèidh gabhail ri poileasaidh shanasan dà-chànanach, agus cumaidh UHI air a' taiceadh is a' brosnachadh a' chleachdaidh seo. Nì sinn cinnteach gum bi sanasan dà-chànanach air an suidheachadh air àrainnean nan com-pàirtichean acadaimigeach air fad ann an coimhearsnachdan traidiseanta na Gàidhlig. <i>*ach a-mhàin sna h-Eileanan a Tuath</i>	✓	✓	✓	✓	Iar-phrionnsapal obrachaidhean; prionnsapalan nan com-pàirtichean acadaimigeach
38	Nì sinn cinnteach gun toirear aire shònraichte fhathast do dh'àite agus cudromachd na Gàidhlig ann an leasachaidhean rùnaichte a thaobh branndadh is suidheachadh co-cheangailte ris an dà chuid fèin-aithne UHI, agus far am bi e iomchaidh fèin-aithne nan com-pàirtichean fa leth.	✓	✓			Stiùiriche chonaltraidhean corporra

3. Conaltraidhean corporra

	Commitment	2023	2024	2025	2026	Lead
39	Tha an luchd-obrach beul-taighe air fad an dèidh trèanadh Gàidhlig fhaotainn is bidh iad a' cur fàilte air luchd-tadhail sa Ghàidhlig, agus tha gnothach dà-chànanach air prìomh shuids-chlàr UHI do dhaoine a chuireas fòn taobh a-muigh de dh'uairean. Thèid luchd-tadhail a tha ag iarraidh leantainn orra a' conaltradh sa Ghàidhlig a stiùireadh fhathast a dh'ionnsaigh ball freagarrach den luchd-obrach.	✓	✓	✓	✓	Iar-phrionnsapal obrachaidhean
40	Nì sinn cinnteach fhathast gun toirear freagairt sa Ghàidhlig air post agus puist-d a gheibhear sa Ghàidhlig.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
41	Is ann dà-chànanach a bhios conaltraidhean ri luchd-obrach, oileanaich agus alumni fhathast uair sam bith a bhios sin so-dhèanta agus iomchaidh.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra; deadhan eòlas oileanaich; stiùiriche leasachaidh agus com-pàirteachadh alumni
42	Bidh co-dhiù aon tachartas tro mheadhan na Gàidhlig sa phrògram thachartasan againn anns gach bliadhna acadaimigeach.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
43	Nì sinn cinnteach fhathast gum bi na stuthan taisbeanaidh againn air fad dà-chànanach agus thèid an cleachdadh seo a bhrosnachadh air feadh a' chom-pàirteachais acadaimigich.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra; Stiùiriche leasachaidh agus com-pàirteachadh alumni
44	Thèid a h-uile brath-naidheachd a chur a-mach gu dà-chànanach far am bi sin so-dhèanta agus iomchaidh.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
45	Bheir sinn taic do luchd-obrach gus an tèid againn air labhraiche Gàidhlig a thairgsinn airson agallamhan sna meadhanan uair sam bith a ghabhas agus tarraingidh sinn aire air an luchd-obrach seo tron t-seirbheis shàr-eòlaichean mheadhanan againn.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra

3. Conaltraidhean corporra

	Commitment	2023	2024	2025	2026	Lead
46	Thèid na foillseachaidhean corporra againn a chur a-mach gu dà-chànanach, cho fhad is a bhios dèantach.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
47	Thèid stuthan oifis alumni is leasachaidh UHI a chur a-mach gu dà-chànanach, a' gabhail a-steach duilleagan-lìn, litrichean-naidheachd-d agus stuth clò-bhuailte sam bith.	✓	✓	✓	✓	Stiùiriche leasachaidh agus com-pàirteachadh alumni
48	Nì sinn cinnteach fhathast gum bi stuthan sanasachd airson chùrsaichean tro mheadhan na Gàidhlig, a' gabhail a-steach ann an leabhar-iùil UHI, air an cur a-mach ann an cruth Gàidhlig a-mhàin no dà-chànanach.	✓	✓	✓	✓	Stiùiriche trusadh is toirt a-steach oileanaich
49	Bheir sinn leudachadh air an fheum a nì sinn de mheadhanan sòisealta gus am bi barrachd follaiseachd don Ghàidhlig agus gnìomhachdan a bhuineas ris a' Ghàidhlig a tha a' dol air feadh UHI. Gabhaidh seo a-steach susbaint a nithear le oileanaich, postaidhean, blogaichean is bhideothan.	✓	✓			Stiùiriche chonaltraidhean corporra
50	Nì sinn feum de dh'anailiseachd lìn gus an comharraich sinn duilleagan a tha nam prìomhachas airson eadar-theangachadh air an làrach-lìn againn, agus fiosrachadh mu ionnsachadh na Gàidhlig, ullachadh tro mheadhan na Gàidhlig agus cùisean Gàidhlig ri a chur air thoiseach.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
51	Bheir sinn prìomhachas do shusbaint fhollaiseach is iomchaidh ri a taisbeanadh gu dà-chànanach air làrach-lìn UHI.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra

4. Luchd-obrach

A bhith a' brosnachadh is a' taiceadh an luchd-obrach air fad, ge sam bith dè an dreuchd, agus ge sam bith càit a bheil iad air am fastadh an com-pàirteachas an oilthigh, a bhith a' togail is a' leasachadh sgilean Gàidhlig.

Raon ri a leasachadh: leasachadh luchd-obrach agus trusadh luchd-obrach

Toradh: Bidh àrdachadh an àireamh an luchd-obrach a dh'ionnsaicheas agus a chleachdas a' Ghàidhlig

Key targets: Meudachadh o bhliadhna gu bliadhna an àireamh an luchd-obrach air feadh a' chom-pàirteachais acadaimigich againn a tha ag ionnsachadh Gàidhlig, a' gabhail a-steach a bhith a' dol an sàs san ullachadh againn a thaobh mothachadh air a' Ghàidhlig.

Ceanglaichean ris na h-amasan àrd-ìre mar a chaidh aontachadh le Bòrd na Gàidhlig:

- + In-sgrùdadh: in-sgrùdadh a dhèanamh air sgilean Gàidhlig agus feumalachdan trèanaidh tro rèis gach plana.
- + Trèanadh-inntrigidh: eòlas air a' phlana Ghàidhlig mar phàirt de thrèanadh-inntrigidh luchd-obrach ùr.
- + Trèanadh cànan: trèanadh agus leasachadh sgilean Gàidhlig ga thabhann don luchd-obrach, gu sònraichte a thaobh a bhith a' cur a' phlana Ghàidhlig an gnìomh.
- + Trèanadh mothachaidh: trèanadh mothachaidh air a' Ghàidhlig ga thabhann do luchd-obrach, agus prìomhachas ga thoirt do stiùirichean, buill a' bhùird, comhairlichean agus luchd-obrach a bhios ann an conaltradh dìreach ri oileanaich.
- + Trusadh luchd-obrach: a bhith ag aithneachadh agus a' toirt spèis do sgilean Gàidhlig sa phròiseas trusaidh. Gàidhlig air a h-ainmeachadh mar sgil riatanach agus/no ion-mhiannaichte ann an tuairisgeulan obrach gus am plana Gàidhlig a libhrigeadh agus a rèir comhairle trusaidh Bhòrd na Gàidhlig. Sanasan obrach dà-chànanach no Gàidhlig a-mhàin airson gach dreuchd far a bheil a' Ghàidhlig na sgil riatanach.
- + Cuideachadh le bhith a' toirt fàs air cleachdadh na Gàidhlig tarsainn a chom-pàirteachas UHI ann an suidheachaidhean foirmeil agus neo-foirmeil.

4. Luchd-obrach

	Commitment	2023	2024	2025	2026	Lead
52	Bheir sinn leudachadh air na cothroman airson Gàidhlig ionnsachadh agus mothachadh air a' Ghàidhlig do luchd-obrach, buill chùirt an oilthigh agus a' bhùird agus luchd-obrach Chomann Oileanaich na Gàidhealtachd agus nan Eilean. Bheir sinn taic dha seo le bhith a' cruthachadh modail maoinachaidh iomchaidh do luchd-obrach.	✓	✓	✓	✓	Cathraiche, Comataidh na Gàidhlig
53	Brosnaichidh sinn ar luchd-obrach a bhith a' beachdachadh air leasachadh nan sgilean cànan Gàidhlig aca mar phàirt de na h-ath-sgrùdaidhean leasachaidh bliadhnail aca a rèir mar a bhios iomchaidh.	✓	✓	✓	✓	Buidheann nan gnàthaichearan ghoireasan daonna; stiùiriche ghoireasan ro-innleachdail na buidhne agus ghoireasan daonna
54	Leanaidh sinn oirnn a' solar is ag ùrachadh goireas Gàidhlig eadar-obrachail air-loidhne (Gàidhlig dhutsa) a bhios ann don luchd-obrach is na h-oileanaich air fad. Bithear a' stiùireadh luchd-obrach chun làrach-lìn Speak Gaelic airson tuillidh chothroman ionnsachaidh.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra
55	Bheir sinn cuideachadh do luchd-obrach agus oileanaich air feadh a' chom-pàirteachais a bhith a' cleachdadh Gàidhlig uair sam bith a ghabhas, mar eisimpleir eàrr-sgrìobhaidhean puist-d agus teachdaireachdan air falbh on oifis.	✓	✓	✓	✓	Stiùiriche chonaltraidhean corporra; prionnsapalan nan com-pàirtichean acadaimigeach
56	Nì sinn sgrùdadh sgilean luchd-obrach, a thomhas comas is cleachdadh na Gàidhlig am measg luchd-obrach agus a bhith mar bhunait airson leasachadh sgilean cànan sa Ghàidhlig san àm ri teachd.			✓		Ceannard ghoireasan daonna; buidheann nan gnàthaichearan ghoireasan daonna
57	Nì sinn cinnteach gum bi stuthan trusaidh airson dreuchdan ùra aig UHI a' comharrachadh comas sa Ghàidhlig mar sgil ion-mhiannaichte. Nì sinn cinnteach gun tèid co-dhiù aon dreuchd ùr le Gàidhlig mar sgil riatanach a chomharrachadh no a chruthachadh taobh a-staigh rèis an deasachaidh seo den phlana.	✓	✓	✓	✓	Buidheann nan gnàthaichearan ghoireasan daonna; stiùiriche ghoireasan ro-innleachdail na buidhne agus ghoireasan daonna
58	Nì sinn cinnteach gum bi dreuchdan far a bheil comas sa Ghàidhlig air a chomharrachadh a bhith riatanach air an sanasachadh gu dà-chànanach agus gun cumar agallamhan air an son tro mheadhan na Gàidhlig.	✓	✓	✓	✓	Buidheann nan gnàthaichearan ghoireasan daonna; stiùiriche ghoireasan ro-innleachdail na buidhne agus ghoireasan daonna

Cur-an-gnìomh agus dearcnachadh

Clàr-ama

Fanaidh am plana Gàidhlig seo an grèim gu foirmeil fad cheithir bliadhna on cheann-latha air an deach aontachadh le Bòrd na Gàidhlig. Aig deireadh na h-ùine sin aig a' char as fhaide, nì sinn ath-sgrùdadh air a' phlana, nì sinn atharrachaidhean sam bith air am bi feum is cuiridh sinn fa chomhair Bhòrd na Gàidhlig e ri aontachadh. Tha UHI an dèidh cinn-latha targaid fa leth a chur sìos airson gach gealladh àireamhaichte sa phlana.

Am plana a chur am follais

Thèid am plana Gàidhlig againn fhoillseachadh gu dà-chànanach ann an àite follaiseach air an làraich-lìn againn. A bharrachd air sin, cruthaichidh sinn ro-innleachd agus plana dhàimhean poblach airson taic a thoirt do a fhoillseachadh. Gabhaidh seo a-steach:

- + Brath-naidheachd a' foillseachadh gu bheil am plana air aontachadh is air a chur a-mach
- + Postaidhean sna meadhanan sòisealta air caochladh ùrlaran
- + Agallamhan sna meadhanan ri an tairgsinn sa Ghàidhlig agus sa Bheurla, a rèir mar a bhios iomchaidh
- + Fiosrachadh do luchd-obrach, oileanaich is luchd-ùidhe mun phlana ùr agus mar a ghabhas e faicinn

An co-chòrdadh ri deagh chleachdadh, cha riarach sinn leth-bhreacan pàipeir den phlana, ach brosnachidh sinn luchd-ùidhe a bhith ag amharc air air-loidhne. Air a shon sin, bheir sinn freagairt dheimhinneach ma thèid leth-bhreac pàipeir den phlana iarraidh gu sònraichte.

Aontachadh a' phlana

Is e poileasaidh UHI a tha sa phlana seo agus chaidh aontachadh le Comataidh na Gàidhlig, comhairle a' chom-pàirteachais, a' chomhairle acadaimigeach, agus cùirt UHI.

An t-uallach coitcheann

Is ann air a' phrionnsapal is iar-sheansalair a bhios an t-uallach coitcheann airson dèanamh cinnteach gun coilean UHI na geallaidhean a tha air an cur an cèill sa phlana seo. Tha stiùireadh ro-innleachdail chur-an-gnìomh a' phlana air a chur fo chùram an leas-phrionnsapail (acadaimigeach is rannsachaidh) ann an co-obrachadh dlùth le prionnsapal Shabhal Mòr Ostaig.

Tha uallach air ar com-pàirtichean acadaimigeach, gu sònraichte Sabhal Mòr Ostaig agus UHI Tuath, an Iar agus Innse Gall, airson grunn ghnìomhan sa phlana a thoirt air adhart, gu h-àraidh a thaobh teagasg, ionnsachadh agus rannsachadh ann am foghlam àrd-ìre. Leis gu bheil na gnìomhan seo gu ìre mhòr air an comasachadh le airgead bho Chomhairle Mhaoineachaidh na h-Alba, air a sheòladh tro UHI agus UHI cunntachail air a shon, tha ullachadh ann airson sgrùdadh bliadhnaile air an fheum a nithear den airgead seo tron chom-pàirteachas acadaimigeach againn.

Cur-an-gnìomh agus dearcnachadh

Buill den luchd-obrach

Tha UHI air a dhèanamh suas de chaochladh fhastaichean fa leth agus mar sin bidh na rèiteachaidhean mionaideach airson cur-an-gnìomh eadar-dhealaichte tarsainn chom-pàirteachas UHI. Thèid fios a thoirt do luchd-obrach mu na dleasan aca tro chaochladh mhodhan-conaltraidh taobh a-staigh den bhuidhinn. Tha dleasnas sònraichte aig manaidsaran loidhne a bhith cinnteach gum bi iad a' conaltradh ris an luchd-obrach aca airson taic a thoirt do chur-an-gnìomh nan geallaidhean sa phlana.

Seirbheisean a bhios gan liubhairt le treas pàrtaidhean

Nuair a dh'oilbricheas sinn le buidhnean air an taobh a-muigh, bheir sinn fios dhaibh mun phlana Ghàidhlig agus feuchaidh sinn gun toir iad aire do phrionnsapalan a' phlana, a rèir mar a bhios iomchaidh.

Stòrasan a sholar airson a' phlana

Nì sinn cinnteach gum bi maoineachadh gu leòr na àite gach bliadhna a choinneachadh ris na geallaidhean a rinn sinn fon phlana. Far a bheil feum air maoineachadh a bharrachd, mar thoradh air cur-an-gnìomh a' phlana, uair sam bith a bhios e nar comas, comharraichidh sinn na costasan riatanach sa phròiseas buidseit airson gach bliadhna, agus nì sinn cinnteach gun tèid buidseatadh ann an dòigh iomchaidh airson gnìomhan a tha ri an coileanadh. Faodaidh gun tèid maoineachadh a shireadh on taobh a-muigh airson pròiseactan fa leth.

A bhith a' dearcnachadh cur-an-gnìomh a' phlana

Bidh adhartas a' phlana na nì seasmhach air clàr-gnothaich Chomataidh Ghàidhlig UHI, air am bi an t-uallach coitcheann airson dearcnachadh a' phlana agus comhairle a thoirt seachad air. Gheibh i cuideachd aithisg bhliadhnail mhionaideach air adhartas, a thèid a chur an sin fa chomhair Bhòrd na Gàidhlig. Bidh uallach air Comataidh na Gàidhlig cuideachd airson co-thaobhadh eadar am plana seo agus an fheadhainn aig UHI Tuath, an Iar agus Innse Gall, Sabhal Mòr Ostaig (ag aithneachadh gu bheil a dhreuchd shònraichte fhèin aig Sabhal Mòr Ostaig do Riaghaltas na h-Alba mar an t-Ionad Nàiseanta airson Cànan is Cultar na Gàidhlig), agus com-pàirtichean a dhealbhas planaichean Gàidhlig co-thaobhte ri linn rèis a' phlana seo.

A bharrachd air sin, bidh aithisg bhliadhnail ann air an adhartas a bhios air a dhèanamh a thaobh nan geallaidhean air an tèid beachdachadh le àrd-sgioba riaghlaidh UHI agus comhairle a' chom-pàirteachais. Thèid ath-sgrùdadh a dhèanamh leis a' chomhairle acadaimigeach air an earrainn den aithisg bhliadhnail a bheir aire don churraicealam agus rannsachadh. An dèidh beachdachadh taobh a-staigh den bhuidhinn, thèid an aithisg bhliadhnail a chur a dh'ionnsaigh Bhòrd na Gàidhlig.

Is e na geallaidhean sa phlana na targaidean coitcheann airson a' phlana agus bheirear iomradh sna rèiteachaidhean aithris air dè cho fada is a chaidh gach aon de na geallaidhean seo a choileanadh.

Tha targaidean coileanaidh a bharrachd, freumhaichte ann an earrannan sònraichte a' phlana (1, 2 agus 4)

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